



1978-2013 35 Years Rooted in the Community



2013 ANNUAL REPORT



MISSION

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

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.”

COMMITMENT TO

- Improving the well-being of children
- Improving academic results
- Improving neighborhood safety
- Expanding positive youth development
- Improving support to families
- Building community capacity and
- Achieving Promise Neighborhoods Results

Welcome

We are pleased to welcome you to the 2013 Annual Meeting of Black Family Development, Inc. (BFDI). Concluding the 2013 program year with the milestone celebration of 35 years of service to the Detroit community has invigorated the BFDI staff, board, consumers and countless friends and supporters of our work.

This sense of greater aspirations and turning challenges into opportunities is significant. Despite the challenges families, neighborhoods and communities face at this juncture in Detroit's history – our work is helping to make a difference. We are achieving the goals outlined in our Strategic Plan. Performance Improvement targets are on track. Consumer input and consumer satisfaction remains high, as an indication that we are making a difference. Staff performance and satisfaction also remains high. The opportunity to work toward advancing the mission of the organization and adapting to an ever changing environment, while simultaneously promoting community revitalization and community safety is eagerly embraced throughout the organization. It is our chance to contribute to and author what will be written about the renaissance of the city of Detroit during the second decade of the 21st century history.

As plans and efforts to transform and rebuild the city of Detroit have been initiated, BFDI has not only been invited to have a voice at the table– but to serve as the lead convener and facilitator in many neighborhoods. It is our firm belief that the invitations extended to be engaged as an active participant are due to our proven record of genuine and effective community engagement, as well as influencing long term positive change. We have been laser focused on the one institution that is the ultimate building block of all stable, desirable, and thriving communities - the family.

Throughout the 2013 year, the cooperative, collaborative support of our extensive network of partners has allowed BFDI to keep pace with meeting the demands of funders, neighborhood groups, neighborhood schools, consumers and the communities in which they live. In addition, innovative and best practice services, on going competency based training and strategic community engagement has resulted in BFDI consistently meeting or exceeding program outcomes and independent audits.

Reflecting upon our past efforts and noting our outcomes, impacts and achievements of 2013, we are committed to ensuring that the core values and mission of Black Family Development continue to make a difference in the lives of consumers and the renaissance of Detroit.

Again, welcome to the 2013 Black Family Development, Inc. Annual Meeting.



Dee Dee McKinney Odom
Board President



Alice G. Thompson
Chief Executive Officer

2013 Community Champion

Based upon a John Hopkins University national study, there are risk factors that serve as early indicators that a child may be at risk for dropping out of school. Referred to as the ABC's – poor Attendance, disruptive Behavior and Course failure in math and English, a child who exhibits even one of these indicators as early as sixth grade has a 75 percent chance of dropping out.

Approximately one third of public schools are projected to

In a laser focused attempt to Year Detroit utilizes a bold highly skilled “near peer” class the ages of 17 to 24. Detroit two international affiliates in London, England – in which City Year, a Massachusetts based national education non-profit is having an impact on the lives of children in socio-economic challenged communities. In many communities, it is a first step effort toward escaping a life of poverty or worse.



students attending Detroit's drop out.

solve the dropout crisis, City innovative approach that engages room based mentors between is among 27 cities – including Johannesburg, South Africa and

The near peer mentors, most of which are college students and/or recent graduates from around the country spend 11 months working hands on with small groups of students to change their educational outcomes and their futures as a whole. While technically these mentors serve as liaisons between students, teachers and principals, their most crucial roles are as educational coaches and cohorts. What they bring most importantly to the lives of the students they serve within the classroom is a sense of trust, understanding and relevant communications. Members of City Year Detroit corps seek to make sure students are on the path to success by working to keep them focused and inspired to learn. This may involve tutoring, engagement in after school programs, positive phone calls home about progress improvements or merely a positive morning greeting as students arrive for class.



City Year Detroit is currently offering programs and services to students at Brenda Scott Middle School and Osborn High School Academies located within the Detroit Clark Park/Osborn Promise Neighborhoods geographic boundaries. For their commitment, passion, bold and innovative approach to assisting children in achieving their full educational potential, Black Family Development, Inc. is proud to recognize City Year Detroit as a 2013 Community Champion.

2013 Community Champion

Since 1990, Teach for America (TFA) has recruited top talent from the nation's premier colleges and universities who make a two year commitment to teach in a high needs school for the purpose of ending educational inequity for children residing in a poverty plagued community. The range of that TFA corps members possess experience non-traditional, teaching and learning that some of the highest achieving



diverse academic disciplines allows at risk children to innovative approaches to may best fit their needs from professionals in the country.

TFA has been a community and charter schools since 2009, 80 schools. Depending on the goals for their students that include mastering 80 percent of the content standards and growing two grade levels or more in reading and writing. The most recent data from the 2012-2013 school year notes that second-year TFA teachers had a very strong impact in the classroom. According to the most recent released report, "On average, the teachers achieved about 92 percent of each academic goal they set. First-year TFA teachers achieved about 70 percent."

partner with Detroit public deploying 300 teachers in curriculum, TFA teachers set

TFA has served as a collaborative partner with Black Family Development, Inc. in developing and assembling the Pre-K early childhood intervention kits for parents and the resident community within the Detroit Clark Park/Osborn Promise Neighborhoods geographic boundaries. For their demonstrated commitment towards delivering educational equity to children residing in impoverished communities to achieve their full potential, Black Family Development, Inc. is proud to recognize Teach for America as a 2013 Community Champion.



Programs & Services

Black Family Development, Inc. Continuum of Care
2013 Logic Model of Achieved Outcomes

Juvenile Justice Case Management Services for Adjudicated Youth/Families:

- 98.32% of juveniles remained free of felony convictions while enrolled.
- 89.9% of juveniles remained free of a felony conviction after 2 years in the community.
- 81.53% of youth did not AWOL while in care.

Juvenile Justice Treatment Services for Adjudicated Youth/Families:

- 100% of newly placed youth began treatment within 21 days of acceptance.
- 98% of youth served in Wraparound participated in community resources like Community Mental Health.
- 97.5% of Wraparound consumers reported service satisfaction and daily functioning improvements.
- 73.68% of juvenile offenders with special needs successfully were placed and began treatment within 30 days of acceptance.

Juvenile Justice Prevention Services:

- 94% of youth who participate in the program have remained free of the juvenile justice system.

Consumer Generated Service Improvements:

- In June 2013, College/Career Fair linked 150 youth with college recruiters and career scouts, based upon youth requests for help in both areas.
- Prevention groups cover topics targeting the risks and topics relevant to their day-to-day lives. Manager and staff reviewed youth-provided topics, and from that list selected topics for 2013-14 groups

Mental Health Treatment Services:

- BFDI re-contracted as a Medicaid-funded Mental Health provider through CareLink in June 2013.
- 56 consumers were enrolled July-Dec. 2013.
- 105 Child and Adolescent Functional Assessment Scales (CAFAS) were rendered on youth in outpatient services from Jan-Dec 2013.

Lead Advocate Outcomes:

- BFDI was appointed as a Regional Youth Development Lead Agency this year, as a result of previous contract success.
- Expanded from 1 Youth Advocate to 4 Youth Advocates and 1 Lead Youth Advocate.
- BFDI youth participated in Youth United, a youth advocacy arm of Wayne County System of Care as such compiled County-wide training needs to improve youth sensitivity amongst mental health agencies.

Consumer Generated Service Improvements:

Youth consumers continue to request employment assistance. Staff encouraged to assist with securing jobs, not limited to resume development, mock interviews, practice/actual job applications, job leads, and Michigan Works.

Substance Abuse Treatment Services:

- 94 substance abuse treatment groups occurred.
- 86% of juvenile justice participants in CMO HOPE were attending school or enrolled in a job training program at the time of discharge.
- 80% of adults with Alcohol and Other Drugs (AOD) addictions in the HOPE program remained arrest-free during treatment.
- 78% of juvenile justice youth with AOD addictions in CMO HOPE program remained arrest-free during treatment.

Drug Court/Mental Health Court Relapse Prevention Services:

- 72% of consumers successfully completed the program.
- 104 Relapse Prevention groups were facilitated.
- 52 weeks of individual case management provided.

Substance Abuse Prevention Services:

- 30 structured Alcohol, Tobacco, and Other Drugs (ATOD) and prevention-specific trainings were conducted.
- Staff participated in more than 20 advocacy, policy, and prevention organizing meetings to forward the Wayne County and State-wide prevention agenda.

Programs & Services

Black Family Development, Inc. Continuum of Care
2013 Logic Model of Achieved Outcomes

Consumer Generated Service Improvements:

Consumers requested additional relapse prevention support beyond program duration. Authorization by funder to extend billable relapse prevention services as requested per consumers was granted.

Family Preservation Treatment Services:

- 98% of families remained intact during Families First of Michigan (FFM) participation.
- 90% of families have reported avoiding placement three (3) months after FFM discharge.

Family Preservation CMO Services:

- 96% of parents of CMO youth in residential placement reported reduced stress from lack of resources and isolation.
- 88% of youth averted return to residential care after discharge to their parents due to CMO Family Preservation residential-home transition services.

Family Preservation Case Mgt. Services:

- Of the 632 families facing homelessness or at risk for homelessness, 100% received assistance thus increasing their self-sufficiency.
- 273 (homeless) consumers received crisis intervention to help stabilize their family situation.

Intake Services:

- Assisted 58 families requesting holiday assistance.
- Assisted 52 walk-in/face-to-face consumers in crisis.

Consumer Generated Service Improvements:

Consumers exiting Family Preservation CMO services have expressed that the 6-week service duration does not seem long enough. While program duration has not been altered, staff consistently and carefully provides resources during, and for post-discharge, to help support self-sufficiency longevity.

Positive Youth and Community Development:

- Supported by W. K. Kellogg Foundation funding, Detroit's Promise Neighborhoods launched 2013 Implementation pilots in Early Childhood and 5 Promise Neighborhoods schools. A total of 135 students and 80 families were enrolled in Promise Neighborhoods by the end of 2013.
- 80.9% of the children participating in the Above and Beyond Learning Early Child Care Center (Ages 6 months to 4.9 years) PN pilot met age appropriate functioning.
- Over 100 high school parents and students participated in a Mother's Day Tea on May 11th to herald that school is a safe, welcoming place.
- In 2013, BFDI staff participated in local school-based career days, resulting in having spoken to over 60 students during each career day.
- 150 Osborn residents participated in a September 21st Osborn Community Back Pack Luncheon to increase awareness of available community resources, while equipping Osborn community youth with needed school supplies.
- BFDI, faith-based leaders, law enforcement personnel, and business leaders were convened to participate in the 2013 Cease Fire Project to engage convicted youth/adults in violence prevention strategies.
- 726 persons were trained in the International Institute for Restorative Practices model; 201% above contractual expectations. (1901 persons cumulatively trained to-date.)
- 167 Osborn and Cody residents signed a Commitment Statement to establish block clubs.
- 2774 Osborn and Cody residents were provided with a variety of Leadership Trainings through community luncheons in 2013 (6,952 cumulatively in Osborn; 226 in Cody; 9952 in both neighborhoods cumulatively).

Staff Satisfaction



Theresa Kendrick
Administrative Assistant
BFDI Care Management Organization
Integrated Services Program

It is my pleasure to express my satisfaction as an employee of Black Family Development. I am the Administrative Assistant for the Care Management Organization's Integrated Services Program. I have been employed with Black Family Development, Inc. since January 21, 2001. During my thirteen years of employment, I have grown in so many areas of my life. I'd like to briefly share with you my experience as an employee of BFDI.

First, I would like to acknowledge our Chief Executive Officer, Alice Thompson. It is an honor and a privilege to learn from such a dynamic leader. Under Mrs. Thompson's leadership, we're able to receive support, instruction and encouragement. Mrs. Thompson has an open door policy and she makes herself available to address the needs and concerns of the staff. I admire her wisdom and the way she keeps staff informed regarding agency occurrences.

I'd like to also thank Kenyatta Stephens, our Chief Operating Officer and Jane Fernanders, our Chief Financial Officer for their leadership abilities. Last but not least, I would like to thank Samantha Perry-Guinn, my supervisor, from whom I have learned the intricate workings of the Integrated Services Program. All of these leaders exhibit the leadership characteristics that make this organization a great place to work. I appreciate them and the other leaders and staff of the organization. I consider myself fortunate to be employed at this great agency. I have been given the support and opportunity to learn, grow and develop new skills each day. Through the numerous trainings both internal and external that we are encouraged to attend, I have gained new insight and abilities to provide the support and the structure to the program I support.

I have worked for many years and for many organizations, but I have never worked for an agency in which I have continuous access to talk directly with the Chief Executive Officer, Chief Operating Officer, and the Chief Financial Officer. This is a wonderful thing and this is one of the experiences that makes Black Family Development, Inc. the dynamic agency it is.

Consumer Satisfaction

My name is Ms. D. I was a troubled child, but I have come a long way. I used to always want to fight, but now I have found better ways of coping. I was put on probation for skipping school and fighting. That's how I got involved with Black Family Development. At Black Family, I received a lot of help.

Mr. Grier helped to motivate me and helped me to get into school after I got out of placement. Ms. Wilson stayed on me and made sure I got to school and stayed drug and drama free.

Wraparound and Ms. Spight helped me with her infectious smile. She's always happy and it puts a smile on my face. She got me involved with Ruth Ellis and helped me a lot with transportation. She took me to enroll in the Creative Learning Center so I could get my diploma and go to cosmetology school.

In April, I got off probation and now I am doing better than ever. I am drug free and my mom and I get along much better. I have goals for my future. When I get my diploma, I'm going to college.

I am thankful to Black Family Development for helping me to get this far.



Board of Directors

Officers

Dee Dee McKinney Odom, President

Gloria Larkins, Treasurer

Elaine Lewis, Vice President

Charles Beckham, Secretary

Sharyl Smith, Member-at-Large

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Kizzi Montgomery

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Jesse Peterson

Brian Burnett

Rev. Larry L. Simmons, Sr.

Dr. Ingrid Draper

Dr. Calvin R. Trent

Meagan R. Dunn

Stefen J. Welch

Attorney Sherrie Farrell

Executive Team

Alice G. Thompson, Chief Executive Officer

Kenyatta Stephens, Chief Operating Officer

Jane Fernanders, Chief Financial Officer

Shenetta Coleman, Ph.D., Executive Vice President

Annual Meeting Program

Charles H. Wright Museum of African American History

Thursday July 10, 2014

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
Black Family Development Inc.
Board of Directors
Community Champion Awards Kenyatta Stephens, COO
Black Family Development, Inc.
Alice G. Thompson

Presented To:
City Year Detroit
Teach for America - Detroit



Consumer Remarks Kenyatta Stephens
Staff Remarks Kenyatta Stephens
Staff Recognition Alice G. Thompson
Kenyatta Stephens
Closing Remarks Alice G. Thompson
Benediction/ Apostolic Blessings Kenyatta Stephens

Black Family Development, Inc.

Consolidated Statement of Activities
Year Ended December 31, 2013

Public Support and Revenue:

Public Support

Special Events [Net of expenses]	\$ 350,689
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Revenue

Interest Income	\$ 158
Other	51,217
In-Kind Services *	170,663
Family Preservation & Support	1,829,910
Juvenile Justice Services	12,820,191
Prevention	1,382,273
Substance Abuse Treatment	252,403
Educational Services	814,338
Total Public Support & Revenue	\$ 17,671,842

Expenses:

Program Services

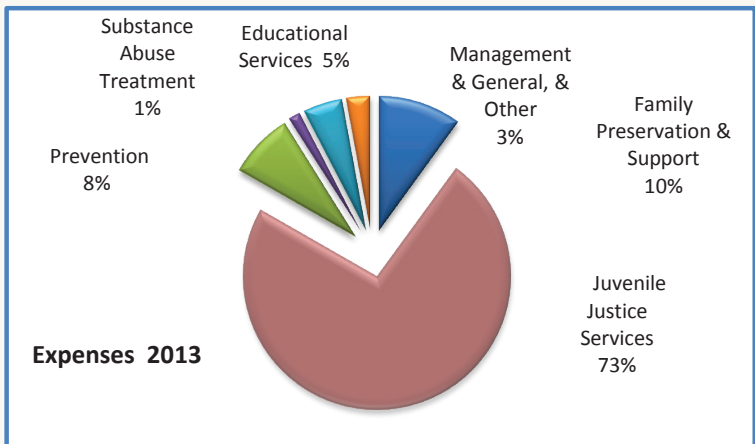
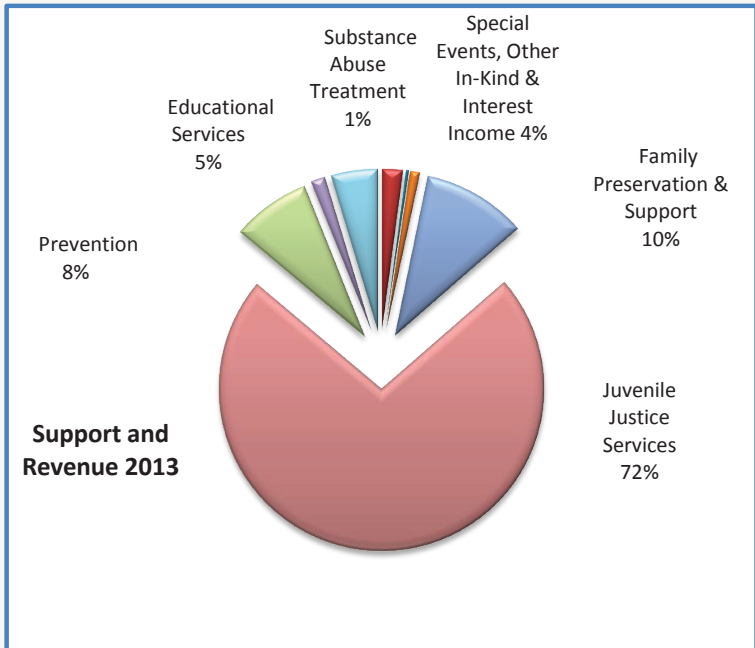
Family Preservation & Support	1,766,860
Juvenile Justice Services	12,897,841
Prevention	1,382,273
Substance Abuse Treatment	252,403
Educational Services	814,338
Total	\$ 17,113,715

Supporting Services

Management & General (Includes In-Kind) *	495,077
Total Expenses	\$ 17,608,792
Changes In Net Assets	\$ 63,050
Net Assets Beginning of Year	659,711

Net Assets End of Year

\$ 722,761



For the year ended December 2013, the value of In-Kind Donations were as follows:

Donated Services *	\$ 170,663
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Completed 2013 Financial Statements, were audited by:
Gregory Terrell & Company - Certified Public Accountants
535 Griswold - Suite 2000
Detroit MI 48226

Black Family Development, Inc.

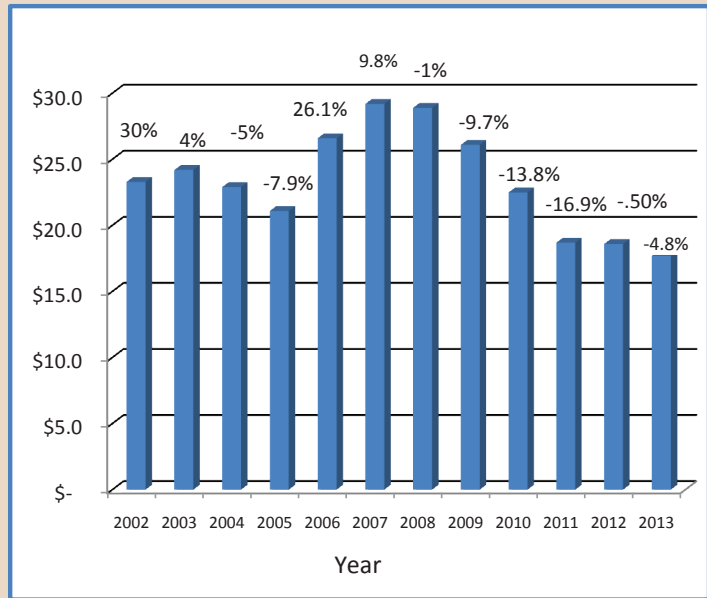
Statement of Activities - Growth Indicators for years 2002 through 2013

Revenue

Year	Revenue [in millions]	Growth Rate From Previous Yr.
2002	\$ 23.3	30%
2003	\$ 24.2	4%
2004	\$ 22.9	-5%
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%

BFDI	*Average Annual Growth	
	2002-2013	1%

*Service Industry Norms	2.3%
*Counseling Agencies with 200 or less staff	
*Bureau of Labor Statistics	

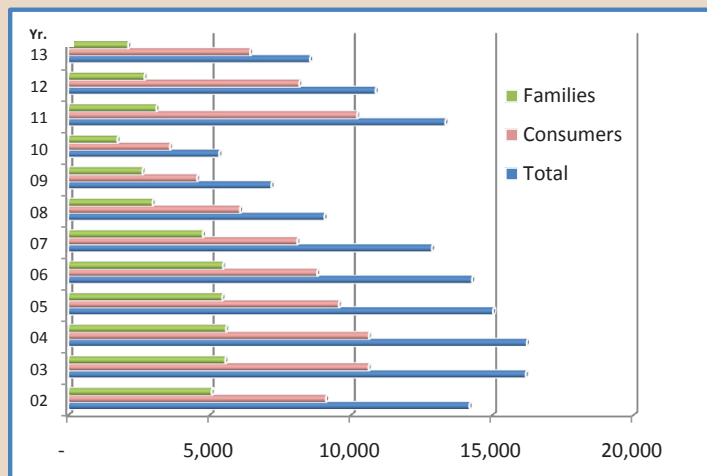


Client Population Base

Year	Total	Consumers	Families
02	14,202	9125	5078
03	16,195	10633	5562
04	16,233	10644	5589
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	8,561	6437	2124

BFDI	*Average Annual Growth	
	2002-2013	2%

*Service Industry Norms	2%
*Counseling Agencies with 200 or less staff	
*Bureau of Labor Statistics	

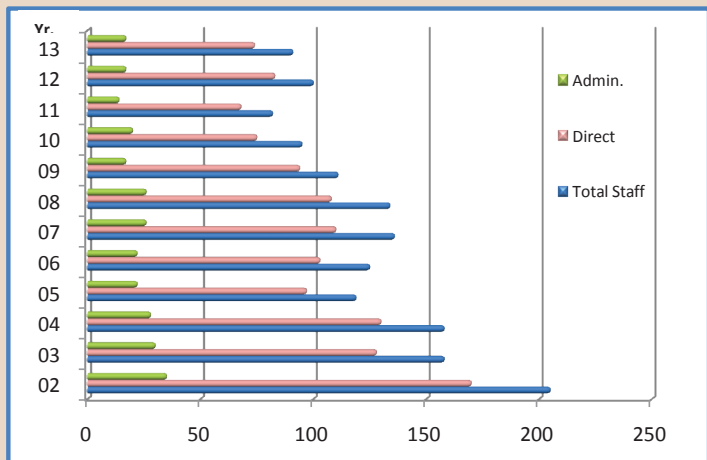


Staff

Year	Total Staff	Direct	Admin.
02	205	170	35
03	158	128	30
04	158	130	28
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	91	74	17

BFDI	*Average Annual Growth	
	2002-2013	-2%

*Service Industry Norms	-2%
*Counseling Agencies with 200 or less staff	
*Bureau of Labor Statistics F.R.E.D. Database	



Black Family Development Staff



Alice G. Thompson
Chief Executive Officer



Kenyatta Stephens
Chief Operating Officer



Jane Fernanders
Chief Financial Officer

Keisha Allen
George Ames
Paula Armstrong
Lisa Atkins
Zenobia Awada
Denise Banner
Theresa Bass
Lisa Benjamin
Marquita Betts-Fields
Derek Blackmon
James Booker
Manja Boyce
Kevin Bryant
Brittney Calloway
JoAnn Campbell
Charone Carter
Kim Carter-Hunt
Donna Chavous
Shenetta Coleman, PhD
Satira Collier
Shirley Dockery
Charles Dulin
Gina Foster
Tonia Funches
Elise Goulbourne
Margaret Greenidge
Riley Grier
Aiyana Hampton
Tressa Henson
Sharon Hughes
Velda Hunter
Rashida Johnson
Marian Jones
Starnita Jones
Theresa Kendrick
Jason Kezelian
Wendy Lawlah
Tamiko Logan
Alicia Lorick
Diane Mapp
Kayla Mason
Cynthia McDaniel
Sharon McFolley
Gayle Metcalf
Evon Miller
Bridgette Morris
David Moseley

Anquetette Mosley
Rudy Moss
Terrence Murray
Latesha Newsome
Bronson Nichols
Samantha Perry-Guinn
Faye Peterson
Vivian Porter
Donja Reedus
Alyssa Reese
Keisha Render
Dawne Robinson
Blandina Rose, PhD
Ruth Shelby
Hernando Sierra
Stevia Simpson-Ross
Gloria Smith
Margo Smith
Kristia Spight
Maria Stanfield
Yalonda Steele
Karen Streeter
April Sutton
Preston Taylor
Lori Thurman
Tanya Traylor
Randall Welch
Cynthia Williams
Ebony Williams
James Williams
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Andrea Perkins

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Patricia Davis, Academy Director
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Kellie Bennett
Yomiko Boyd
Demetrius Brown
Sonya Brown
Kathy Buttrom
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Black Family Development, Inc.

Gratefully Acknowledges the Support of our Funding Sources

Black United Fund

Bank of America

Charter One

City of Detroit Department of Health and Wellness Promotion

City of Detroit Bureau of Substance Abuse, Prevention, Treatment and
Recovery (DHWP-BSAPTR)

Detroit Wayne County Community Mental Health Agency

Ford Motor Company Fund

Gleaners

Southeast Michigan Community Alliance (SEMCA)

State of Michigan Department of Human Services

State of Michigan Department of Community Health

The Skillman Foundation

United States Department of Education

United Way for Southeastern Michigan

W.K. Kellogg Foundation

Wayne County Department of Children and Family Services

Y.M.C.A.

YouthVille

Save The Date

November 6, 2014

2014 Annual Presidents' Dinner

Charles H. Wright Museum of African-American History

