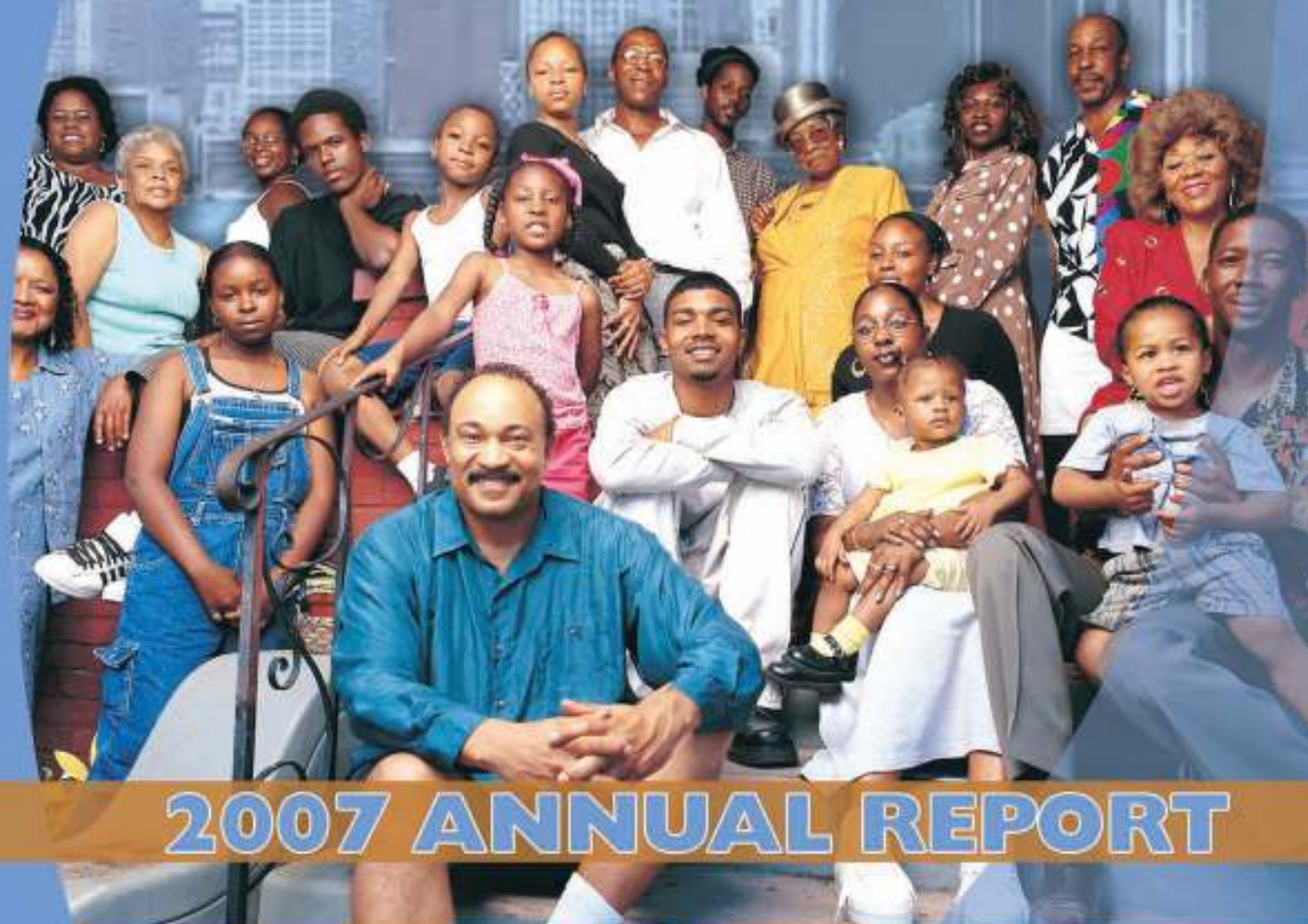


Black Family Development, Inc.



## 2007 ANNUAL REPORT

Making a Difference

# Our Mission

To Strengthen and Preserve  
African American Families and Others







Black Family Development, Inc.

# Board of Directors

## Officers

Diana C. Jones, President  
Gerald K. Smith, Ed.D., Vice President  
Gloria Larkins, Treasurer  
Robert Thornton, Secretary  
Andrea W. Bronson, Member-at-Large

## Board of Directors

Linda Edwards  
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Damon L. White  
Monique Williams

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Mildred C. Maslode, Ph.D.  
Joseph Cazeno, Jr.  
Aubrey McCutcheon, Jr.  
Linda Forte  
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Paul Hubbard  
Rev. Edgar L. Vann

The Hon. Teola Hunter  
Phyllis I. Vroom, Ph.D.  
Stephen Lewis  
Randy D. Walker  
Patrick Lindsey  
Walter C. Watkins  
Madelyn Williams

Alice G. Thompson, Chief Executive Officer

**Black Family Development, Inc.**  
and  
**Alice G. Thompson, Chief Executive Officer**

**CELEBRATE**

**30 Years of Service to Families and the Community**

**1978 • 2008**



**MAKING A DIFFERENCE**



**BLACK FAMILY DEVELOPMENT, INC.**  
2995 East Grand Boulevard • Detroit, Michigan 48202 • (313) 758-0150  
[www.blackfamilydevelopment.org](http://www.blackfamilydevelopment.org)



Black Family Development, Inc.  
2007 Annual Meeting

## Keynote Speaker

# Connie Kennedy Calloway, Ph.D.

Superintendent, Detroit Public Schools

Dr. Connie Kennedy Calloway became Superintendent of the Detroit Public Schools on July 2, 2007. She stated, "I will carefully handle all resources you trust me with for the benefit of the children of Detroit." The Detroit schools serve over 116,000 students from preschool through high school, and employs over 15,900 staff members.

Dr. Calloway exemplifies her family's belief in the benefits of a good education and the role of faith in ordering one's footsteps. She earned a Bachelor of Science Degree in Education from Sarah Lawrence College in Bronxville, NY, a Master of Arts in Teaching degree from Harvard University, Cambridge, MA; and a Doctorate in Educational Leadership, Curriculum and Instruction from Ohio University in Athens, OH. Her varied church work includes serving as Adult Sunday School Teacher and President of the Credit Union.

Prior to accepting the call to come to Detroit, Dr. Calloway was Superintendent of Normandy School District in Normandy, Missouri. Under Calloway's leadership, the district achieved provisional accreditation based on the increase in student test scores and attendance, and a decrease in the discipline and dropout rates. During her tenure, she implemented a Superintendent's luncheon to honor students with outstanding academic achievement, initiated the establishment of The Normandy Education Foundation to provide scholarships to students and financial awards to staff, introduced a systematic approach to analyzing and using data to guide student learning, and rallied 70% of the community to pass a \$17 million bond issue to renovate the 82 year old high school and to upgrade other school facilities.

Born in Alabama, reared in Ohio, Dr. Calloway has worked as an educator for more than 30 years. In addition to her teaching career, Dr. Calloway has served children as a Reading Specialist, School Principal, Executive Director of Curriculum and Charter School Administrator.

Dr. Calloway's professional and community affiliations are numerous. Dr. Calloway has also received numerous awards and recognitions. In 2007, she was recognized for her work with the Normandy Foundation by having a yearly scholarship named in her honor. In 2006, she was recognized by the Normandy School District Parent/Teacher Association as its Teacher of the Year. In 2003 she was honored with the Top Ten Influential Women of the Year Award, the Educational Leader Award in the 2003 Success Guide, and the 2002 Congressional Medal Recipient for National Educational Leader of the Year. She was honored as a Crain's Business Woman of the Year in 2007 and has been listed in the Who's Who in American Education for several years.

Dr. Calloway is the proud mother of Precious Naomi Calloway.

# Making a Difference

**O**n behalf of the consumers, staff, and Board of Directors of Black Family Development, Inc. (BFDI), it is our pleasure to welcome you to our 2007 Annual Meeting. We are pleased to share with you the progress we have made in advancing the mission of the organization. BFDI continues to be a high performing organization which is outcome driven, yielding consistent growth, strategic quality control, and great adaptation to the changing service delivery environment.

Two-thousand and seven (2007) was a great year, it was a blessed year. The focus of the Board and staff activities was mission driven. Two-thousand and seven (2007) was a successful year. It was a year of expanded partnerships, program accomplishments, and targeted consumer milestones. Planned consumer outcomes were achieved, and contractual standards were exceeded. Program and service expansions were in keeping with the needs of consumers, the community, and our funders.

The year began with a vision to improve and expand consumer services through improved community collaboration and improved staff recruitment, training, and retention. Staff retention remained high and turnover low. We have enhanced staff training opportunities. We are proud of the comprehensive training programs provided to staff through collaborative arrangements with Wayne State University School of Social Work and the National Association of Cognitive-Behavioral Therapists. Wayne State University School of Social Work provided 12 hours of onsite training on Bio-Psycho-Social-Cultural Assessment and Treatment Planning. The National Association of Cognitive-Behavioral Therapists provided three (3) days of training to thirty-five (35) staff,

who were tested and certified as Cognitive-Behavioral Therapists. Other staff training included: Non-Violent Crisis Intervention, Applying Brain Research, Promoting Youth Learning and Retention, Court Training, Child and Adolescent Functional Assessment Training, and participation in the Juvenile Assessment Center (JAC) Brown Bag Training Luncheons. Other trainings were provided at each all-agency Staff Meetings.

We have expanded community partnerships. We are also proud of our collaborative partnership with Northeast Guidance Center in the delivery of Wraparound Services. Northeast Guidance Center and Black Family Development, Inc. are part of a network of community-based Mental Health and Juvenile Justice partners providing comprehensive social and mental health services and treatment to serious emotionally disturbed children, and to juvenile offenders and their families. This innovative collaborative is made possible by the partnership of the Detroit-Wayne County Community Mental Health Agency and Wayne County Children and Family Services. This service expansion in our system of care embraces mutual respect, shared decision making, improved access, and coordination of care. Our County-based Wraparound approach is meeting the needs of families in a way that eliminates historical system barriers. With the use of best practice values, we are improving outcomes for children and their families.

We continued to enhance and strengthen partnerships with other neighborhood-based groups committed to achieve the community goal established within their respective Good Neighborhoods Initiative. The partnerships were enhanced through block club development,

leadership training, and neighborhood cleanup. These partnerships occurred with funding and support from The Skillman Foundation.

The educational achievements of BFDI consumers continued to be a top priority. BFDI has been engaged in education reform efforts within the community for the last 15 years. Until recently, reform efforts focused on elementary and middle schools. In 2007, the community united to take on the challenge of high school dropout and low graduation rates. In 2007, BFDI joined the High School Innovation Network, facilitated by New Detroit, Inc., and funded by The Skillman Foundation. The goal of the project is *"To explore, advocate, support, and implement strategies to increase the graduation rate and preparedness of Detroit high school students for college, technical training and/or other professional opportunities."* The work and recommendations of the High School Innovation Network will be reported to the community in 2008. BFDI is poised to find the available resources to give

support to select high schools in their efforts to reduce dropout and increase graduation rates. Working together, we will make a difference.

As we concluded 2007 with our Presidents' Dinner celebration, we did so realizing and giving thanks for our tremendous blessings throughout the year. The organization was blessed with competent, committed, and qualified staff; a visionary Board; and leadership with the wisdom to plan for the unexpected, think through the obstacles, and continuously think in terms of abundance... abundant knowledge, skills, values, and love to make a difference in the lives of those whom we serve. We were blessed with the support and confidence of our collaborative partners, funders, the community and our consumers.

We are pleased to report that in 2007, Black Family Development, Inc. continued to make a difference in our community.



Diana C. Jones  
President  
Board of Directors



Alice G. Thompson  
Chief Executive Officer

## STAFF SATISFACTION

Staff satisfaction at Black Family Development cannot be easily captured on paper. Our satisfaction is evident in the work we do on behalf of consumers and the general community. It is evident in the love that we have for one another, as we embrace - - *"Making a Difference in the Lives of Those Whom We Serve"*.

The strength and beauty of Black Family Development is that we are concerned about each other. We are concerned about our consumers. The demonstration of our care and concern for each other is demonstrated in the family type atmosphere of love.

There is never a time when we are not focused on making a difference in the lives of those whom we serve. In the seven years I have been a staff member, I have never experienced an absence of love, support, encouragement, or inspiration. We are an organization committed to giving a helping hand and a heart to those in need, be it consumer, staff, other organizations or the general community. Our focus is on inspiring, empowering and cheering others on to success. When we experience the success of a consumer, we celebrate that success with the consumer and his/her family. When a consumer experiences a hardship, loss or challenge, we embrace a team concept in addressing that loss. I have had the unfortunate experience of experiencing several losses first hand as an employee. I praise God that I am with an organization who supported me through my grief and still supports me today.

Black Family Development goes beyond common practice to address our consumers' needs. We develop and embrace programs that are innovative and relevant to the needs of our consumers. When the media and many community stakeholders were talking about the well publicized graduation rate, Black Family Development was expanding on the Positive Youth Initiative, "Academic Olympics" and "Math Mastery". These academic olympic type games are designed to increase youth's academic skills in the areas of math, science, social studies and language arts. Another indication of staff satisfaction is evident by the volunteer time contributed by staff to tutor and support our consumers and other youth in these afterschool Positive Youth Development activities.

Black Family Development wants to provide the best to our consumers. We know that at BFDI, we do whatever it takes to address the needs of our youth, our families, and each other. Our new motto is, "Provide services as if they were to your family and your children". We have

learned that when we demonstrate genuine care and concern for the success of consumers and demonstrate an open supportive relationship, we ensure their success. This is reinforced because staff satisfaction is reinforced.

Lastly, we have had the awesome opportunity to be led by a team of administrators who are GOD loving. They demonstrate and speak spirituality into their business practices. Their belief, while not enforced in the agency, builds upon the belief of others. At Black Family Development, "We Believe Families Work". This means that working with families is key to the success of children and strong communities. We believe families work because we believe in family. We believe in each other, our consumers, our colleagues - - we are family.

Maria Stanfield

## CONSUMER SATISFACTION

Hello. My name is Mrs. H., mother of seven (7) children and grandmother of five (5). I am part of Black Family Development's Family Connections Program. My family has greatly benefited from the program services and the many workshops that have been presented to me. I learned a lot concerning self-care and health issues. I learned about self-esteem and how to repair our self-esteem. Family Connections also helped me with resources such as housing. I learned how to be more organized and how to manage my time. I learned about budgeting. I have to say, I'm trying to be successful with my budgeting.

It has been a great year working with Family Connections staff. I appreciate the love and support they have shown me and my family. My family and other families were able learn about the importance of leisure time. We were able to go on field trips, such as the zoo and Comerica Park. My daughters had a grand time at the ball game when the Tigers played the Cleveland Indians at Comerica Park. They had never been to a game. Family Connections made that happen. It was awesome. We had pictures taken at Comerica Park. My family made a picture poster board of our experiences with Family Connections.

But last and not least, we learned about "Autism" ... the signs of Autism and how to cope and how to get help. It touched our hearts. Some consumers are dealing with Autism with a family member, and it brought tears to our eyes. But I also have hope.

Thank you Family Connections for allowing me and my family to be a part of your "Connection".

Mrs. H.



# Making a Difference ...

## For Our Youth, Families, and Communities Through Programs and Services

The growth and evolution of Black Family Development, Inc. (BFDI) is a direct reflection of the changing needs of those it serves. In 2007, BFDI's commitment to providing comprehensive family counseling was put to the test. The impact of the nation's economic downturn upon the Detroit community was felt in many ways. As a city with a historically cyclical economy, Detroit is not a stranger to transitions and transformations. Neither is Black Family Development, Inc.



BFDI recognized that the needs of its service population would increase dramatically given the economic threats, and drew upon the dedication of its staff to providing quality social services in direct response. As committed, skilled professionals with access to a myriad of traditional and non-traditional resources, BFDI staff focused on providing comprehensive services, as it had provided for just under 30 years, while enhancing its specialized services. BFDI also increased the availability of best practice service models.

The result ... In 2007 BFDI was poised, positioned and ready to provide high quality services, while expanding its specialized prevention and treatment programs and place priority on its positive youth development initiatives.

**A**s 2007 brought announcements of corporate buyouts, layoffs, reports of the devastation created by sub-prime interest rate loans upon homeowners, impending foreclosures and ever increasing fuel prices, BFDI braced itself for the bumpy road ahead. While the rest of the nation was facing a recession, Detroit, given its history as a major manufacturing center and its evolution to a more diversified economy, would be impacted more severely.

### 2007 Family Preservation and Support...

BFDI's Family Preservation and Support programs address issues related to strengthening and stabilizing the family and home environment. In addition to providing assistance with meeting basic needs – stable, affordable housing, food and clothing, BFDI specialized services seek to educate and assist families with home management issues such as budgeting and financial lit-



eracy, linkages to natural helping networks, and transportation support systems.

To further instill family security, well-being and self-sufficiency, other specialized services offered include, parenting education, domestic violence services, advocacy with schools, medical and mental health facilities.

In 2007, 1351 persons were served by the Intake Department of BFDI's Family Preservation program. The services most in demand were crisis intervention. There was a marked increase in consumer requests for housing assistance. Data collected revealed that a total of 213 homeless or at risk for homeless individuals or families were provided crisis intervention referrals ... a 113% increase over the previous year.

## **2007 Mental Health...**

BFDI's advocacy and treatment access for youth with mental health disorders was enhanced in 2007. Emphasizing education and various therapeutic approaches, BFDI's primary goal was to increase the capacity of youth and their families to function self-sufficiently and avoid out-of-home placement. Utilizing three different treatment approaches, BFDI's general services include assessments, screenings, diagnoses, 24 hour crisis intervention, and child/family safety education and techniques. The number of mental health treatment recipient families in 2007 totaled 246.

With funding support provided by Blue Cross and Blue Shield of Michigan in 2007, BFDI expanded its family education efforts about childhood/adolescent depression. Partnering with Detroit's Cooper Elementary School, over 650 educational brochures were distributed and 354 students received depression education. Education and information on mental health disorders was provided to 719 individuals.

## **2007 Juvenile Justice....**

Black Family Development Inc.'s approach to youth crime prevention and treatment has consistently been the collective investment of treatment providers, adjunct supportive programming and permanency planning beyond wardship termination as the requirement for rehabilitation.

Recognizing that within Detroit, specific zip codes on the city's Eastside reflected the highest incidence of youth crime, BFDI focused additional staff and financial resources in those geographic areas. In 2007, BFDI provided Juvenile Justice and Prevention Services to more than 1,813 youth and families. Additionally, Wraparound implements the first ever partnership between Mental Health and Juvenile Justice to ensure cross-systems treatment of adjudicated/at risk youth/families.

In 2007, BFDI utilized prevention models and approaches from Communities That Care, a system that empowers communities to use advances from prevention science to guide their prevention efforts, and Lions Quest: Skills for Adolescence, a program of Lions Clubs International Foundation that is a school-based, comprehensive, positive youth development and prevention program that unites the home, school and community to cultivate strong character. Participants in BFDI's Youth Assistance Program (YAP) juvenile justice prevention services overwhelmingly remained free of the juvenile justice system and distinguished between illegal behavior & positive decision-making.

## **2007 Substance Abuse...**

Measurable outcomes were achieved for recipients of BFDI's Substance Abuse services in 2007. The number of substance abuse treatment recipient families totaled 224. Among the recipients served in treatment for more than 3 weeks, 80% were free of drugs.

Over 10,500 participated in the Finding Resolutions Everyday through Education (F.R.E.E.) program. With regard to prevention services, 70% of the youth and parents who completed Lions Quest: Skills for Adolescence and Parenting Wisely demonstrated an increase in knowledge and skill development.



## 2007 Positive Youth Development

Positive Youth Development, a current priority of BFDI programming, enhances adolescent confidence, self-esteem and ego strengths. Providing age appropriate support services and enhancing treatment services for youth with diverse learning and developmental needs are at the core of BFDI's Positive Youth Development programming. Positive Youth Development programs include: **Academic Olympics**, **African Centered Olympics**, **Rites of Passage**, the **Integrity Awards**, **Christmas Jam**, and **Math Mastery Olympics**.



### The Academic Olympics Program

improves competency in mathematics, social studies, science, and English. **The African Centered Olympics Program** partners with the Detroit Public Schools to promote cultural self-awareness, self-esteem and respect. Students study educational concepts that examine the African and African American contribution to American History. **The Rites of Passage Program** utilizes African cultural understanding to introduce young people to a new way of thinking and viewing themselves, their families, their community, and the world. **The Integrity Awards** acknowledges youth who have demonstrated positive character development such as self-determination, honesty, compassion, trustworthiness, respect, responsibility, fairness and citizenship. **Christmas Jam** partners with schools, youth service providers, and neighborhoods in Detroit to increase the availability of positive activities that encourage self-confidence and enhance competence in self-expression.

Hundreds of children are assisted each year through Positive Youth Development. Youth are provided the opportunity to explore their gifts and talents and select specific after school programs that will allow them to build on their strengths, develop improved academic competencies, and forge positive relationships with both peers and adults. When young people are able to develop their gifts and talents and experience success in expressing their gifts and talents, they will demonstrate healthy behavior in the home, school, and community.



# Making a Difference . . .

## For Our Youth, Families, and Communities

### Through Partnerships and Community Collaborative Initiatives

#### **2007 Wraparound Services: A Breakthrough Partnership**

The collaborative efforts of the Wayne County Department of Children and Family Services, Michigan Department of Human Services, and Detroit-Wayne County Community Mental Health Agency have developed a collaborative of care to wrap around youth and their families to ensure that the system does not fail them.

Wayne County's Wraparound Project is a system of care that includes supporting families and building on their strengths, minimizing out-of-home placements, coordinating care, accessing an array of services and the delivery of services in a cost effective manner.

The wraparound service "best practice" model, created and established in Milwaukee, WI has been replicated throughout the country. The outcome evaluation of the program demonstrates its effectiveness in:

- Reducing restrictive placements
- Reducing costs, and
- Improving the collaboration between child welfare, juvenile justice, and mental health agencies

Collaborative partners in the effort include: StarrVista Care Management Organization who has partnered with Development Centers Community Mental Health in Northwest Detroit; Central Care Management Organization who has partnered with Children's Center in Central Detroit; Western Wayne Care Management Organization who has teamed with the Guidance Center in the Downriver area, and on Detroit's east-side, BFDI's Care Management Organization has joined with Northeast Guidance Center.

#### **2007 Good Neighborhoods Initiative**

With funding support provided by The Skillman Foundation, BFDI implemented the Osborn Networking for Change Project by establishing 53 block clubs encompassing 176 blocks, and facilitating 60 community meetings and seven Leadership Trainings. The project is significant to helping achieve the Osborn Good Neighborhoods Community Goal, identified by the residents within that community - - *"Families will have all of the support and resources they need to make their children successful in life."*

Launched in January 2006, The Skillman Foundation's Good Neighborhoods Initiative program provides full-scale support to six Detroit neighborhoods. Over 300 BFDI consumers reside in the Osborn Community. Residents in that community identified the establishment of block clubs as an important strategy to ensure that support and resources are provided to families seeking to make their children's lives successful. It supports the goals of the overall Good Neighborhoods Initiative.





## 2007 Jim Casey Youth Opportunities Initiative

The Jim Casey Youth Opportunities Initiative vision is for all young people leaving foster care to make successful transitions to adulthood. The Initiative brings together the people and resources needed to help youth make the connections they need to education, employment, health care, housing and supportive personal and community relationships.

Given the challenges many youth face who are without adequate support and nurturing systems when they opt out of foster care at age 18, BFDI's goal is to ensure access to necessary resources are readily available during the critical transition to early adulthood.



## 2007 African Centered Olympics

Perhaps one of the most comprehensive, educational positive youth development initiatives of BFDI, is the African-Centered Olympics academic competition.

The African-Centered Olympics provide an opportunity for young people to enhance their cultural awareness and develop social skills such as cooperative learning and teamwork. Participants celebrate both individual and shared success.

The 2007 event involved the initial participation of over 140 students from six Detroit schools and one community organization. Fifty-five advanced to represent their schools at the city-wide competition. Gabriel Richard Elementary/Middle School, Hope Academy, Malcolm X Academy, Southeastern High School, Pershing High School, Denby Technical and Preparatory High School and Alkebu-Lan Village featured competing teams.



The champions in the elementary, middle, and high school categories were: Malcolm X Academy, led by Mama Kimberly Jackson, who placed first at both the elementary and middle school levels. Denby High School's team, led by Ms. Tenisha Manningham, placed first at the high school level. The commitment of the students, their parents, and the support of the school are all cited as keys to their success.

All participants received a scholarship medal. Championship teams received a school trophy, an individual trophy and a cash award.



## 2007 Annual Presidents' Dinner

Black Family Development Inc.'s (BFDI) 12<sup>th</sup> Annual Presidents' Dinner took place on Thursday, December 13, 2007 at the Charles H. Wright Museum of African American History. The annual celebration recognized six community leaders with the Zenobia Payne-Drake Humanitarian Award.

Award recipients included Delois Whitaker Caldwell, President Emeritus, Goodwill Industries of Greater Detroit; Marvis Cofield, Member, Detroit Board of Education, and CEO, Alkebu-lan Village; Marian Kramer, Co-Chair National Welfare Rights Union; David Baker Lewis; Chairman & CEO, Lewis & Munday, and Vice Chair of The Skillman Foundation Trustees; Phyllis Ivory (Bagley) Vroom, Ph.D., Dean, Wayne State University School of Social Work; and Heaster L. Wheeler, Executive Director, Detroit Branch of the National Association for the Advancement of Colored People (NAACP).

Proceeds from the annual event support BFDI's Academic Olympics, African Centered Olympics, Rites of Passage, Integrity Awards, Christmas Jam, My Healthy Body Olympics and Math Mastery Olympics. A special thanks to Ford Motor Company Fund, who also provided generous funding to support BFDI's comprehensive Positive Youth Development activities.



BLACK FAMILY DEVELOPMENT, INC.

# Thanks and Appreciates All of our Funding Sources For the Year 2007

## **FUNDING SOURCES**

- City of Detroit Department of Health and Wellness Promotion
- City of Detroit Department of Human Services
- Bureau of Substance Abuse, Prevention, Treatment and Recovery (DHWP-BSAPTR)
- Southeast Michigan Community Alliance-(SEMCA)
- State of Michigan Department of Community Health
- State of Michigan Department of Human Services with specific funding from Wayne County
- State of Michigan Department of Human Services/The Jim Casey Youth Opportunities Initiative
- The Skillman Foundation
- United States Department of Health and Human Services, Children's Bureau
- United Way for Southeastern Michigan
- Wayne County Department of Children and Family Services

## **AFFILIATIONS**

- ARISE Detroit!
- Communities in Schools
- Detroit School of Arts
- Eastern Michigan University
- Hope Academy
- Leadership Detroit
- Michigan Department of Human Services/ The Jim Casey Youth Opportunities Initiative
- Multi-Systemic Therapy (MST) Services, Inc.
- NAACP
- National Association of Black Social Workers
- New Detroit, Inc.
- The Next Vision Foundation
- Wayne County Council Against Family Violence
- Wayne State University

## Black Family Development, Inc.

Statement of Activities  
Year Ended December 31, 2007

### Public Support and Revenue:

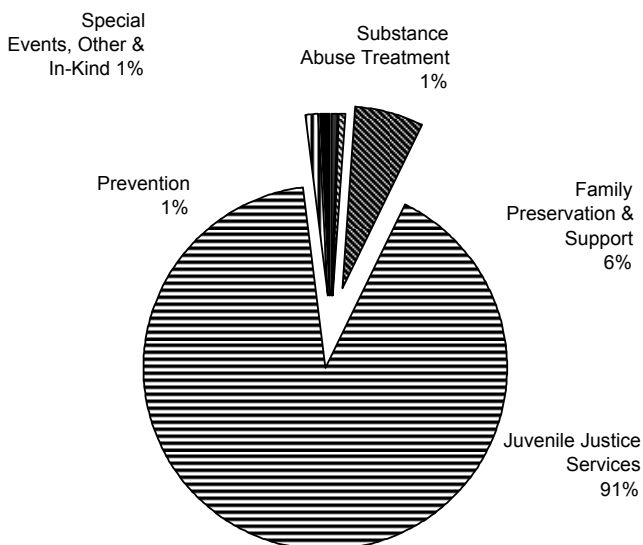
#### Public Support

Special Events [Net of expenses]	\$	27,560
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#### Revenue

Interest Income	\$	101,397
Other		58,892
In-Kind Services *		122,888
Family Preservation & Support		1,828,014
Juvenile Justice Services		26,590,399
Prevention		393,361
Substance Abuse Treatment		217,243
<b>Total Public Support &amp; Revenue</b>	<b>\$</b>	<b>29,339,754</b>

### Support and Revenue 2007



### Expenses:

#### Program Services

Family Preservation & Support	1,498,037
Juvenile Justice Services	26,590,399
Prevention	393,361
Substance Abuse Treatment	217,243
<b>Total</b>	<b>\$ 28,699,040</b>

#### Supporting Services

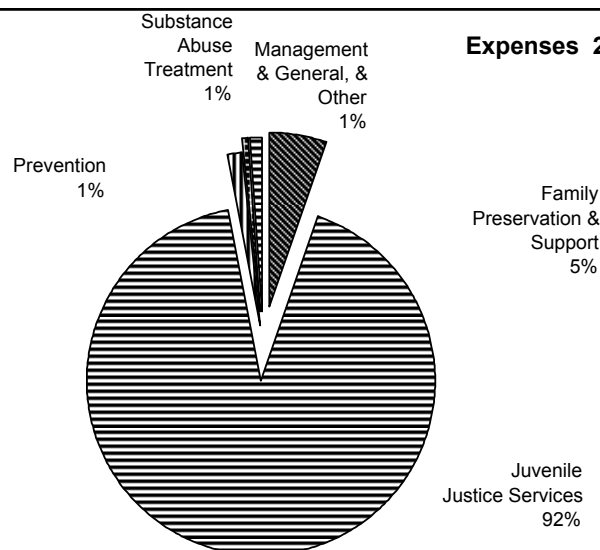
Management & General	289,845
(Includes In-Kind) *	
<b>Total Expenses</b>	<b>\$ 28,988,885</b>

<b>Changes In Net Assets</b>	<b>\$ 350,869</b>
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<b>Net Assets Beginning of Year</b>	<b>1,405,120</b>
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<b>Net Assets End of Year</b>	<b>\$ 1,755,989</b>
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### Expenses 2007



For the year ended December 2007, the value of In-Kind Donations were as follows:  
Donated Services \* \$ 122,888

Completed 2007 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 1996 through 2007

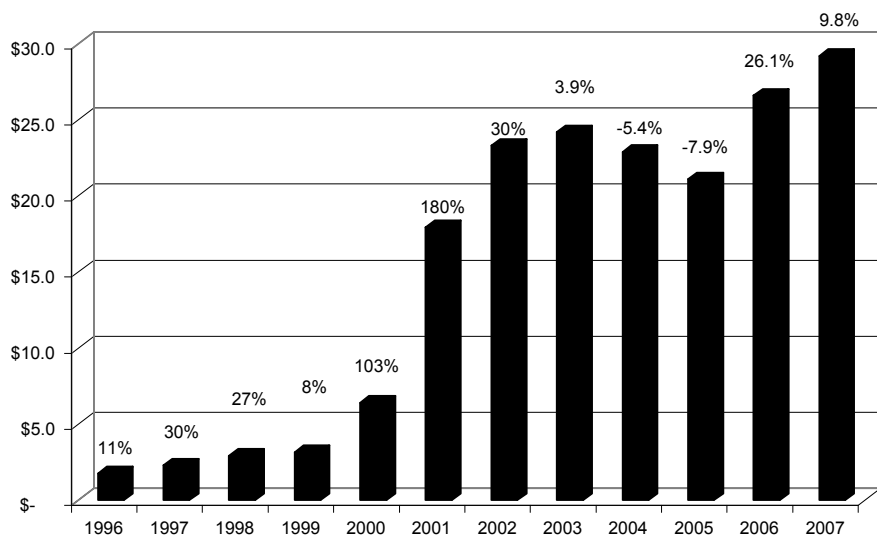
Years	Revenues [in millions]	Growth Rate From Prev Yr.
1996	\$ 1.8	11%
1997	\$ 2.3	30%
1998	\$ 2.9	27%
1999	\$ 3.2	8%
2000	\$ 6.4	103%
2001	\$ 17.9	180%
2002	\$ 23.3	30%
2003	\$ 24.2	3.9%
2004	\$ 22.9	-5.4%
2005	\$ 21.1	-7.9%
2006	\$ 26.6	26.1%
2007	\$ 29.2	9.8%

BFDI	Avg. annual growth
	1996-2007 35%

\*Service Industry Norms 4%

\*Counseling Agencies with 200 or less staff

\*Bureau of Labor Statistics



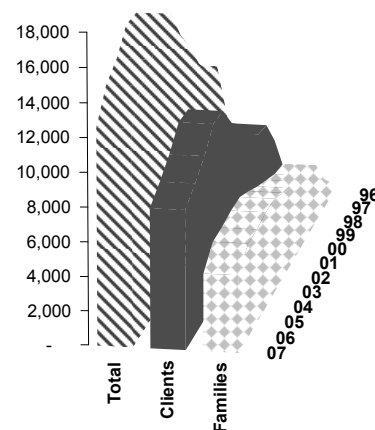
Years	Total	Clients	Families
96	2,442	1,702	740
97	5,828	4,062	1,766
98	9,285	5,815	3,470
99	9,678	6,036	3,642
00	11,011	6,895	4,116
01	12,736	8,180	4,556
02	14,202	9,125	5,078
03	16,195	10,633	5,562
04	16,233	10,644	5,589
05	15,035	9,580	5,456
06	14,293	8,813	5,480
07	12,610	8,108	4,502

BFDI	Avg. annual growth
	1996 - 2007 8%

\*Service Industry Norms 4%

\*Counseling Agencies with 200 or less staff

\*Department of Census



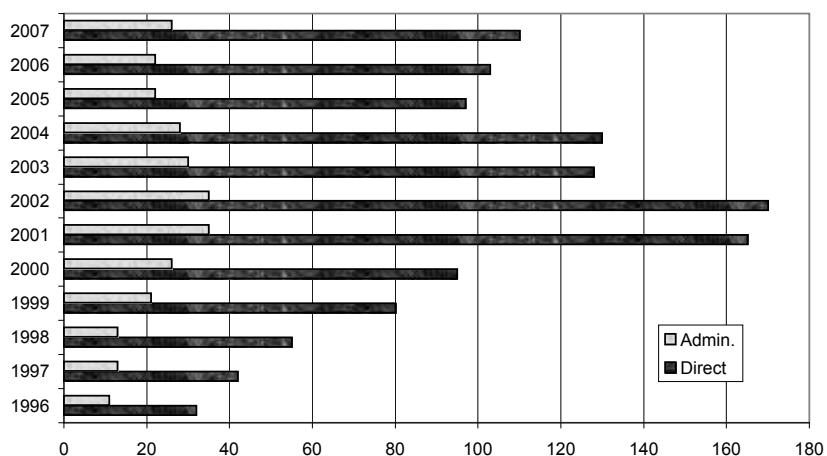
Years	Total Staff	Direct	Admin.
1996	43	32	11
1997	55	42	13
1998	68	55	13
1999	101	80	21
2000	121	95	26
2001	200	165	35
2002	205	170	35
2003	158	128	30
2004	158	130	28
2005	119	97	22
2006	125	103	22
2007	136	110	26

BFDI	Avg. annual growth
	1996 - 2007 7%

\*Service Industry Norms 4%

\*Counseling Agencies with 200 or less staff

\*Bureau of Labor Statistics



# BLACK FAMILY DEVELOPMENT, INC.

## Corporate Statement

Black Family Development, Inc. (BFDI) was created in 1978 by the Detroit Chapter of the National Association of Black Social Workers. BFDI was created out of a defined need for culturally relevant and culturally sensitive services for consumers. Creating BFDI necessitated the participation of a diverse group of individuals within the community to assure the impetus needed to fulfill its mission of strengthening and preserving African American families and others. Thus, BFDI's purpose is to promote wholesome family life and human growth and development through the implementation of a full range of comprehensive, culturally sensitive, and outcome focused social work services. BFDI's primary geographic service area is Detroit/Wayne County.

BFDI will involve itself in direct referral and collaborative services to individuals and families, as well as consultative services to groups and agencies serving *and/or* advocating for the support and strengthening of African American families and other families.

- In directing its policies, programs, and other efforts, BFDI will address the economic, social, and political systems that impact family life. Consequently, BFDI endorses and supports efforts which respond to the:
- need for educating and serving the community relative to the dynamics of African American family life;
- need for sustained economic stability for families;
- to build upon the strengths of families when providing services;
- recognition, support, and teaching of cultural values to families in BFDI programs and the community;
- accessibility of services on a 24 hour/7 day a week basis;
- re-establishment of the concept of extended family and community empowerment;
- need to assist alienated, disenfranchised, and oppressed families;
- recognition of the dignity and history of the African American family;
- respect the dignity, worth, and human rights of all individuals and families;
- promotion of the health, safety, independence, and self-sufficiency of families;
- diversity within African American families; and,
- inherent strengths within African American families.



# Services and Locations...

## Administrative Offices

Black Family Development, Inc.  
2995 East Grand Boulevard  
Detroit, Michigan 48202  
Contact: (313) 758-0150  
Fax: (313) 758-0255

**Central Intake**  
**Community Affairs**  
**Family Connections**  
**Intensive Family Services**  
**United Way**  
**Multisystemic Therapy (MST)**  
**Treatment Foster Care**  
2995 East Grand Boulevard  
Detroit, Michigan 48202  
For Service and Information  
Contact: 313.758.0150

**Families First**  
**HOPE (Helping Ourselves Produce Excellence) Program**  
15231 West McNichols  
Detroit, Michigan 48235  
For Service and Information  
Contact: 313.272.3500

**FACE**  
(Family Abstinence with Commitment to Empowerment)  
**Program**  
**FREE (Finding Resolutions Everyday through Education)**  
**Program**  
211 Glendale, Suite #206  
Highland Park, Michigan 48203  
For Service and Information  
313.868.3223

**Positive Youth Development**  
**Osborn Networking for Change**  
**Youthville Detroit**  
7375 Woodward Ave.  
Detroit, Michigan 48202  
For Service and Information  
Contact: 313.309.1627

**CMO (Care Management Organization)**  
**(YAP) Youth Assistance Program**  
**Wraparound**  
5555 Conner Avenue  
Detroit, Michigan 48213  
Contact: 313.308.0255

# Staff Listing...



Alice G. Thompson  
Chief Executive Officer



Kenyatta A. Stephens  
Chief Operating Officer



Jane D. Fernanders  
Chief Financial Officer

Janeen Abdur-Rahman  
Sharon Adams-Banks  
Ebony Affum  
Felicia Alexander  
Pamela Alexander  
Mareitta Alston, Ph. D.  
Marquetta Austin  
Theresa Bass  
Mary Ann Benson  
Damon Booker  
Manja Boyce  
Jeffrey Brooks  
Inez Brown  
Kevin Bryant  
Tinetra Burns  
Charnissa Butts  
JoAnn Campbell  
Ann Carter  
Charone Carter  
Kim Carter-Hunt  
Jacqueline Cherry  
Margaret Coe-Collins  
Satira Collier  
Alexandra Colvard  
Shirley Dockery  
Charles Dulin  
Patricia Easter  
Tanya Finley  
Gina Foster  
Candice French  
Brenda Gibson-Clark  
Jihada Green  
Lisa Greene  
Margaret Greenidge  
Aiyanya Hampton  
Tatia Hardy  
Terea Hernandez  
Leathie Houston  
Sharon Hughes  
Loretha Hunter  
Velda Hunter  
Brenda Ingram  
Charles Jackson  
Xenas Jaxon  
Tonya Jenkins

Rashida Johnson  
Carolyn Jones-Hill  
Marian Jones  
Melissa Jones  
Theresa Kendrick  
Jason Kezelian  
Renee Klarich  
Kurtis LaMarr  
Wendy Lawlah  
Ebony Lee  
Qiana Lewis  
Tamiko Logan  
Angell Love-Jackson  
Diane Mapp  
Renatta Matsoukas-Harper  
LaTanya McClure  
Cynthia McDaniel  
Sharon McFolley  
Gayle Metcalf  
Evon Miller  
David Mitchell  
Bridgette Morris  
Carla Mosby  
Anquinette Mosley  
Rudy Moss  
Terrence Murray  
Cheryl Myhand  
Arecia Nelson-Williams  
Latesha Newsome  
Glinda Newton  
Bronson Nichols  
Leticia Nyx  
Joan Patton-Brown  
Gwendolyn Pean  
Brandi Penland  
Amy Perugi  
Samantha Perry-Guinn  
Faye Peterson  
Lisa Polk-Woolfolk  
Vivian Porter  
Tracy Purnell  
Ebony Randolph  
Keisha Render  
Monet Robinson  
Roshanda Ruffin

Monique Sanders  
Laticia Sharp  
Chevonna Shawver  
Ruth Shelby  
Phyllis Sherlock  
Jennifer Shumake  
Mary Siefert  
Hernando Sierra  
Stevia Simpson-Ross  
Gloria Smith  
Margo Smith  
Benton St. Cyr  
Maria Stanfield  
Karen Streeter  
April Sutton  
Lynette Swayne  
Rajae Tawwab  
Ida Taylor  
Paul Taylor  
Preston Taylor  
Lori Thurman  
Kali Weaver  
Gloria Weir-Pearson  
Randall Welch  
Hayat Whitfield  
Antoine Wilcox  
Catrina Williams  
Cynthia Williams  
Ebony Williams  
James Williams  
Tonia Williams  
Khari Wilson  
Valentina Wilson  
Dominique Wimberly  
Angela Wood  
Wynter Wyrick  
Catherine Ziyad