

*Making A Difference*

# *Black Family Development, Inc.*

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

**We are committed to . . .**

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



# Welcome

Welcome to the 2011 Annual Meeting of Black Family Development, Inc. (BFDI). It is a pleasure to have you join our consumers, staff, and Board of Directors as we celebrate our milestones, outcomes, impact, and the difference we continue to make in the lives of those whom we serve.

The year 2011 was challenging for many on several fronts, and BFDI was not immune to the challenges. But amidst the challenges, we saw multiple doors of opportunity. And, with the typical courage, boldness, and faith that is the character and culture of BFDI staff and Board leadership, we seized every opportunity. We went places we had not gone before. We met people we had not met before. We did things we had not done before. We formed partnerships that were new to our traditional environment. And, we gave voice to issues in which we had not previously been heard. In all that we did, every milestone that we achieved, and every impact we made was strategically aligned to advance the mission and commitment of BFDI.

The strategic focus and alignment of our work has ensured the achievement of planned outcomes, as evident in our 2011 Logic Model Outcome Report. We are proud to share and celebrate all that is good within the organization and our service to consumers. We are optimistic about our expanded partnerships and community engagement initiatives. We are celebrating our collective success in strengthening communities and building community capacity to achieve community change strategies.

Our Promise Neighborhoods work in both the Clark Park and Osborn communities is helping to lift up the voice of residents; helping to shape and achieve community goals; helping local schools to ensure access to excellent schools for all students; ensuring that graduation rates are increased and students graduate on time, ready for college, without the need for remediation; ensuring access to positive youth development opportunities; and supporting families to access resources and skills to ensure the success of their children.

With the successes achieved in 2011 and with every milestone, every outcome, and every impact, it was done in partnership with others. Two-thousand eleven (2011) has continuously revealed a key lesson learned, which is the value of partnership. We are reminded of a quote that states, "If you want to do it fast, do it by yourself; but if you want to do it right and sustain the work, do it with accountable partners." So, for all that you have done to partner with Black Family Development, Inc. to make a difference in our community and the lives of our consumers, we say Thank You, Asante Sana, Muchas Gracias, and Ua Tsaug.

*We are Making  
A Difference*



Robert Thornton  
Board President



Alice G. Thompson  
Chief Executive Officer

# *Consumer Satisfaction*

At age 20, I had been in a domestic violence relationship for two years. During one incident, my one-year-old daughter was injured. I went to the First Step domestic violence shelter to escape the abuse. I was referred to the Black Family Development Families First Program by the shelter.

In the beginning, I was very scared because I had never been on my own. I was confused from the abuse that I received from my assailant and I did not know what I was going to do about being out on my own with my daughter. I was very emotional and angry until the Black Family Development, Inc. Families First of Michigan program came into my life. I do not know what I would have done or where I would be to this day if I had not come into contact with my Families First Worker.

Through this program, I have learned many things. My Families First Worker taught me new skills to manage my daily life with my daughter, such as parenting and bonding, grocery shopping, planning and cooking meals, and money management. I learned about domestic violence and ways to keep myself and my daughter safe. I also learned how to improve my self esteem, awareness and self worth. My Families First Worker also taught me how to resolve conflicts, ways to manage my emotions, and how to advocate for myself. She also helped me obtain transitional housing.

Today I am employed part time with my own bank account. I am attending a high school completion program through Covenant House. On June 15, 2012, I will be going to prom. In September 2012, I will be graduating and receiving my High School Diploma. In October 2012, I will be moving into my own apartment!

I still use the skills my Families First Worker taught me. My daughter and I are safe from domestic violence. I must admit that my self esteem is "through the roof." I now know my self worth, and I am truly enjoying my new life. I am extremely grateful for the help I received.

Thank you Black Family Development, Inc. Families First Program and Yalonda Steele for all you have done for my family!



## *Making a Difference*

# Community Champion MAN Network



**MAN Network** is an organization committed to Neighborhood Revitalization and Community Transformation by engaging residents (especially MEN) in Community Safety, Community Support, and Community Strength. MAN is an acronym for Maintaining A Neighborhood.

Bishop Tony Russell and Pastor Valerie Russell are Senior Pastors of New Covenant of Peace Church. In 2006, they organized The MAN Network to protect children from predators. Pastor Valerie, Executive Director of The MAN Network, has led the organization to grow from 57 to over 317 members serving in 5 major program components. Committed to Maintaining A Neighborhood, MAN has evolved from patrols before and after school to 3 MAN chapters, a

summer youth program, mentoring and a dedicated community cleanup crew.

The Russells believe that the key to community transformation is the restoration of RESPECT. Respect for God, Self, Our Neighbor, and Our Environment. The motto of the organization is Maintaining A Neighborhood is all about RESPECT! "RESPECT" is prominently displayed on the network's Logo and uniforms, and all members are required to treat everyone with RESPECT.

Pastor Valerie and The MAN Network were featured on the front page of the Detroit Free Press in a 2-day series dealing with blight and its effects on children having safe passage to and from school. MAN was featured last year in the ABC series Secret Millionaire.

In the fall of 2010, a 15-year-old young lady was on her way to Brenda Scott when she was approached by an assailant and dragged into an abandoned garage to be raped. At just the right time, a MAN patrol unit stopped as she cried out, "Help, help, he's trying to rape me!" Patrollers were able to get the girl safely away from the perpetrator. Her testimony was, "When I saw the yellow light, I knew that help was coming, so it gave me strength to fight him off!"



In June 2011, Bishop Russell received the Herald Award for Outstanding Community Service. In September of 2011, Bishop was featured in Who's Who in Black Detroit Philanthropy and the Michigan Chronicle honored Pastor Valerie as a Woman of Excellence. Maintaining A Neighborhood has been recognized by State, County, and local Government. However, their greatest reward is the waves and smiles that come from the children and youth they patrol to protect as they go to and from school.

*"We do all of this that our children might have a*

*better today and a brighter tomorrow."*

*Bishop Tony Russell, Founder*



## *Services and Programs*

A range of services are provided by Black Family Development, Inc. which can be grouped in the following broad categories:

### FAMILY PRESERVATION AND SUPPORT SERVICES

Home based counseling; domestic violence counseling; therapeutic and life skills groups; therapeutic counseling; outreach; transportation; home based services; assessments; diagnosis; evaluations; crisis intervention; life skills training; parent education; skill building; family stabilization; child management; advocacy; home strengthening; family group decision making; treatment foster care; juvenile mentoring and child abuse and neglect family intervention services.

### MENTAL HEALTH SERVICES

Assessments; diagnosis; evaluation; crisis interventions; family stabilization; parenting education; life skill training; health referrals and linkages; case management services; therapeutic group; therapeutic counseling; referrals for psychiatric consultations and/or evaluations; and classroom intervention.

### SUBSTANCE ABUSE SERVICES

Assessments; parent education sessions; Alcohol Tobacco and other Drugs (ATOD) abuse services; individual, family, and group counseling; home management training; HIV/AIDS education; women's specific services; crisis intervention; mental health referrals; prevention; case management; advocacy service; person and family centered treatment planning; and home-based model.

### PREVENTION SERVICES

Lion's Quest Skills for Adolescents; ATOD information dissemination and education; community outreach; problem identification; referral services; critical life and social skill education including decision making, refusal skills, and systematic judgment abilities; and diversion services to avert formal juvenile justice intervention.

## SCHOOL BASED SERVICES

Families And Schools Together (FAST) provides crisis intervention; mental health referrals and linkage; advocacy service; parenting skills building; observation; and consultation services to Head Start centers.

## CASE MANAGEMENT

Assessments; referrals; outreach; coordination and assistance in crisis intervention and stabilization; monitoring families' community supports and linkages; skill development support and assistance; coordination of physical, medical, mental health, and pharmacological services; coordination on behalf of families with multiple community resources; and services to sustain and increase successful participation in community-based programs.

## JUVENILE JUSTICE

BFDI serves as a Care Management Organization (CMO) with the Wayne County Department of Children and Family Services providing: case management services; assessment; service coordination; community linkage; crisis intervention services; monitoring service; court attendance; treatment; and team coordination.

## POSITIVE YOUTH DEVELOPMENT INITIATIVES

Black Family Development, Inc. uses an asset based approach in Positive Youth Development programming with a focus on promoting positive relationships with peers; emphasizing youth's strengths; providing opportunities to learn healthy behaviors; connecting youth with caring adults; empowering youth to assume leadership roles in programs and the community; and challenging youth in ways that build their competence.

## COMMUNITY ENGAGEMENT

BFDI engages community stakeholders in a process of assessing, planning, implementing, and evaluating solutions to issues in their community. Program elements include block club development; leadership training; neighborhood improvement; building community capacity; preparing for long term community sustainability; engaging residents in block club activities as well as leadership training; and collaborating with existing neighborhood community policing efforts.

**BLACK FAMILY DEVELOPMENT, INC. CONTINUUM OF CARE  
2011 LOGIC MODEL OF ACHIEVED OUTCOMES**

**Juvenile Justice Care Management Services for Adjudicated Youth/Families:**

- 95.7% of juveniles remained free of felony convictions while enrolled.
- 90% of youth did not AWOL while in care.
- 83.2% of juveniles remained free of a felony conviction after 2 years in the community.

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

- 92% of Wraparound consumers reported service satisfaction and daily functioning improvements.
- 86% of newly placed youth began treatment within 30 days of acceptance.
- 80% of juveniles in foster care did not re-offend while in treatment.
- 76% of juvenile offenders with special needs (i.e., medical, MH, sex offenders, substance abusers) were successfully placed youth began treatment within 30 days of acceptance.

**Permanency Services for Dual Ward Youth:**

- 86% of youth enrolled in school, GED completion, vocational training at discharge.

**Juvenile Justice Prevention Services:**

- 99% of YAP youth remained free of arrest.
- 97% attended/participated in Lion's Quest groups and substance abuse education.

**General Services:**

- Assessments to determine placement and treatment needs
- Placement of youth in a treatment track
- Complete Service/Treatment Plans timely
- Maintain electronic case records on the Juvenile Agency Information System (JAIS)
- Monthly case management, and weekly treatment, face-to-face contacts with youth and family
- Ensure weekly face-to-face contact by treatment providers
- Represent the youth and agency's interest in Court and submit to youth/family Progress Review Hearing before the Jurist of record
- Petition Court for security level change as needed
- On-Site drug testing and psychological services
- In-home family-centered treatment

**PROGRAMS**

- Care Management Organization (CMO)
- Integrated Services Program (ISP)
- Treatment Foster Care (TFC)
- Wraparound
- Permanency Planning for Dual Ward Youth
- Family Preservation Services
- Youth Assistance Program (YAP)
- Utilization Review (UR)



# BLACK FAMILY DEVELOPMENT, INC. CONTINUUM OF CARE

## 2011 LOGIC MODEL OF ACHIEVED OUTCOMES

### Family Preservation Treatment Services:

- 98% of families remained intact during Families First of Michigan (FFM) participation.
- 81% of families have reported avoiding placement three (3) months after FFM discharge

### Family Preservation Care Management Organization (CMO) Services:

- 96% of youth averted return to residential care after discharge to their parents due to CMO Family Preservation residential-home transition services received.
- 80% of parents of CMO youth in residential placement reported reduced stress due to the availability of resources.

### Family Preservation Case Management Services:

- Of the 246 families facing homelessness or at risk of homelessness, 182 received Emergency concrete assistance with basic needs.

### Intake Services:

- Responded to 1590 urgent/crisis calls.
- 2011 Emergency Phone Database recorded 387 calls processed by BFDI managers through December. 69% were for housing; reflecting the economy's impact on shelter needs of Detroit residents. 20% were basic needs requests.

### General Services:

- Initial contact with family is made within 24 hours
- Small caseloads allowing for intensive intervention
- Services are home-based and community-based
- Time-limited programming
- Ecological approaches to preventing future crises
- Specific assistance for families' basic needs
- Individual, Family, and Group Counseling
- Support groups
- Case Management
- Prevention and preservation model linking students, families, schools, and communities to develop protective factors against drop-out after 8th grade.

### Programs

- Families First of Michigan (FFM)
- Care Management Organization Family Preservation (CMOFP) with Michigan Department of Human Services funding
- Family Connections (FC) United Way for Southeastern Michigan
- Your Essential Services (Y.E.S.)
- Essential Services
- Homeless Prevention Services (HP)
- Intake
- Families and Schools Together (FAST)

**BLACK FAMILY DEVELOPMENT, INC. CONTINUUM OF CARE  
2011 LOGIC MODEL OF ACHIEVED OUTCOMES**

**Substance Abuse Treatment Services:**

- 96% (24 of 25) persons served in the FACE program remained arrest- free during treatment.
- 85% (40 of 47) persons served in the HOPE program remained arrest- free during treatment.
- 90% (29 of 32) of CMO-HOPE clients did not acquire further legal offenses during treatment.
- 72% (23 of 32) persons served in the CMO HOPE program were in school.

**Substance Abuse Case Management Services:**

- Based upon follow-up surveys, 85% of persons successfully discharged from FACE in 2011 indicate an improved quality of life at 30 days post-discharge.

**Substance Abuse Prevention Services:**

- 100% of the parents who completed a Parenting Wisely group demonstrated an increase in knowledge and skills about how to create an environment that builds youth protective factors to avoid substance use experimentation.

**Consumer Generated Service Improvements:**

- Treatment consumers and alumni developed "Welcome" and "Miss You" letters to provide to new consumers when they arrive for Intake, or have missed a group treatment session. The program clinician now provides letter(s) as standard operating documentation to promote consumer retention. This consumer service improvement was generated through BFDI's Niatx involvement, spearheaded by the Michigan Department of Community Health.



**General Services:**

- Individual, group, marriage, co-dependency, family, and Gender-Specific counseling
- Didactic group education
- Support services to clients in the following areas: financial, medical, optical, dental, employment, housing, vocational, educational, psychological, child care, clothing, food, and mental health services
- Education about alcohol, tobacco, and other drugs (ATOD) and its negative effects on individuals, families, and communities
- Assessments, service plans, community referrals, resource linking, monitoring, follow-up, advocacy, and aftercare linkages, transportation assistance (bus tickets/staff vehicles)

**Programs**

- F.A.C.E. (Finding Abstinence with Commitment to Empowerment)
  - Outpatient (OP)
  - Women's Specific (WS)
  - Women's Specific Mini-Grant
  - Case Management (CM)
- City of Detroit:**
- HOPE (Helping Ourselves Produce Excellence) OP
  - F.R.E.E. (Finding Resolutions Everyday through Education)
  - Care Management Organization HOPE (OP & IOP treatment)

# BLACK FAMILY DEVELOPMENT, INC. CONTINUUM OF CARE

## 2011 LOGIC MODEL OF ACHIEVED OUTCOMES

### Mental Health Treatment Services for Adjudicated Youth/Families

- 92% of discharged youth have not been charged for a new offense
- 83% of the youth served were attending school/vocational training or work at the time of discharge
- Of the 76 CAFAS completed, 78% of re-tested youth showed improvements in their daily functioning and completion of age-appropriate tasks

### Consumer Generated Service Improvements:

In response to consumer needs, specifically help in securing employment, staff developed a repertoire of resources and intervention strategies to teach program consumers skills necessary to secure employment.

This includes, but is not limited to:

- resume development,
- mock interviews,
- practice job applications,
- assistance with actual job applications, and
- informing consumers of possible job leads

### General Services:

General Services:

- Assessments, Screenings, Diagnoses
- Case Management
- Home- and community-based interventions
- Strength-based, Person-centered approach
- Child/family safety education and techniques
- Crisis Intervention & 24/7/365 availability
- Educational support, advocacy, and goal setting
- Monthly client satisfaction surveys
- Staff growth and development trainings

### PROGRAMS

- Intensive Family Services (IFS)



*Annual Meeting*

*Keynote Speaker*

*Daniel Varner, Chief Executive Officer*

*Excellent Schools Detroit*

Dan Varner is the Chief Executive Officer at Excellent Schools Detroit, a coalition of philanthropy, educators, and community-based organizations working to ensure that every Detroit student is in an excellent school by 2020. The coalition's work impacts all Detroit students and all schools, regardless of governance. Their work focuses on the issues of new school creation, accountability, talent development, early childhood education, and building a broad and deep public demand for excellence in education. The coalition's education plan recommends bold steps so that every Detroit child is in an excellent school by 2020. The plan calls for Detroit to be the first major U.S. city where 90 percent of students graduate from high school, 90 percent of those graduates enroll in college or a quality postsecondary training program, and 90 percent of enrollees are prepared to succeed without remediation.

Excellent Schools Detroit produces many informational publications including the *Parent School Shopper Fair Guide 2012*, created as a supplement to the 2nd annual Parent School Shopper Fair that includes information on: how schools were selected to participate, sample questions parents should ask when visiting schools, application requirements and deadlines, and individual school profiles for all invited schools.

Prior to joining Excellent Schools Detroit, Dan worked as a Program Officer at the W.K. Kellogg Foundation on the Michigan and Education, and the Learning teams. He is also the cofounder and former CEO of Think Detroit, which he led through a merger with another nonprofit organization to form Think Detroit PAL, where he also served as CEO. Think Detroit PAL is currently the largest provider of award-winning after-school sports programs in Detroit, serving over 10,000 participants annually.

Dan serves on numerous boards of directors, and is also a current member of the State Board of Education, to which he was appointed by Governor Granholm in 2010. Dan is an attorney by training, having received a JD from the University of Michigan Law School. He lives in Detroit, MI, and is the proud father of three children.

*Black Family Development, Inc.*  
*Annual Meeting*  
*Museum of African American History*  
*June 14, 2012*

**Registration**

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

Invocation ..... Kenyatta Stephens, COO  
Black Family Development, Inc.

**Breakfast Served**

CEO Remarks ..... Alice G. Thompson

Business Meeting ..... Gloria Larkins, Vice President  
BFDI Board of Directors

Introduction of Speaker ..... Alice G. Thompson

***Daniel Varner, CEO***  
***Excellent Schools Detroit***

Community Champion Award ..... Alice G. Thompson

***Presented to MAN Network***

Consumer Remarks ..... Kenyatta Stephens

Staff Recognition ..... Alice G. Thompson  
Kenyatta Stephens

Closing Remarks ..... Alice G. Thompson

Benediction/Apostolic Blessings ..... Bishop Andrew Merritt, Pastor  
Straight Gate International Church



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.

The Clark Park/Osborn Promise Neighborhoods initiative is comprised of two (2) areas with commonalities in zip codes 48209 and 48205.

Celebrations were conducted in 2011 to celebrate the Promise Neighborhoods planning strategies, introduce the Advisory Board and committee members, and to reaffirm their commitment to the Promise Neighborhoods Vision.

The Promise Neighborhoods organizational structure consists of: an Advisory Board, a Results-Based Accountability Management Team, Strategic Planning Committee, Data Work Group, Education Work Group, Early Childhood Work Group and a Community & Family Support Team. The committees are responsible for measuring the progress of the educational indicators, and family and community support indicators.

**The indicators are:**

**Education Indicators:**

- Children are ready for kindergarten
- Students Proficient in Core Subjects
- Successful Middle School to High School Transition
- Youth Graduate from High School
- College and Career Success

**Family and Community Support Indicators:**

- Students are Healthy
- Students Feel Safe
- Students Live in Stable Communities
- Families and Communities Support Learning
- Students with 21st Century Learning Tools

**Indicators Added by BFDI:**

**Juvenile Justice**

- 90% of PN juveniles will not reoffend after receiving intervention in the continuum of services.

**Youth With Disabilities**

- 90% of PN youth with disabilities will gain level of functioning improvements from baseline after intervention

**Arts and Humanities**

- 100% of PN youth will receive exposure in arts and humanities

**English Language Learners**

- 90% of PN English language learners requesting literacy intervention for academic or employment assistance will indicate increased proficiency in English and literacy to aid in achieving their academic/employment goals.

# BLACK FAMILY DEVELOPMENT, INC. CONTINUUM OF CARE

## 2011 LOGIC MODEL OF ACHIEVED OUTCOMES

- On June 14, 2011, 39 community-based organizations committed to participate in Detroit's Promise Neighborhoods Family and Community Support Pipeline.
- Clark Park/Osborn residents/Principals went to the Harlem Children's Zone.
- In December 2011, BFDI was awarded a \$500,000 planning grant from the US Dept of Education on behalf of Detroit's Promise Neighborhoods, furthering the work already funded by The Skillman and Kellogg Foundations.
- 310 students increased their knowledge of African American history through competitive classroom, school, and City-wide competitions.
- 5 Detroit Public Schools and their students participated in city-wide competition on facts related to nutritious eating, physical activity, and preventive health care screenings.
- 57 medals were awarded to Healthy Body Olympians.
- 1293 Detroiters received health education via a Live Well-Be Well family guide.
- 30 Brenda Scott Academy students submitted their depictions of a non-violent learning environment.
- 6,672 attendees participated in leadership and block club trainings, community events, and BFDI Monthly Community Luncheons.
- 108 Cody residents signed a Commitment Statement to establish a block club.
- 3,767 (duplicated count), and 108 Cody residents, were provided with a variety of Leadership Trainings in 2011 (5,505 cumulatively in Osborn; 108 in Cody).
- 48 Osborn and 50 Cody community block club meetings were held in 2011 (119 Osborn and 50 Cody, cumulatively).
- Since 2009, 200 youth have received assets, liabilities, investing, & net worth training.
- 10 youth received Restorative Practices training.
- 172 youth engaged in Honorable Obama Quiz Bowl.

### Programs

- Promise Neighborhoods (PN) Initiative
- African Centered Olympics
- My Healthy Body Olympics
- Health Education Community Outreach and Training
- Shout Out! MLK Art Contest
- BFDI Summer Youth Employment Program
- Back To School Community Day
- Skillman "Good Neighborhoods Initiative"- Networking for Change
- Invest in Me Financial Literacy
- Ujima Restorative Practice Youth Training
- The Honorable Obama Quiz Bowl

### General Services:

- Showcase the gifts and talents of youth
- Strengthen and preserve families by empowering our youth and our Osborn and Clark Park neighborhoods
- Osborn and Cody Rouge community revitalization and collectivism
- Mathematics, history, health, and academic training
- Financial literacy education to equip youth for adulthood and wise financial decision-making beginning in adolescence.
- A reading methodology to improve youth's reading comprehension.

**2011**

## **Positive Youth Development Activities**

*Improving Academic  
Outcomes*



There are four important areas of positive youth development.

They include:

- Developmental Assets
- Thriving and Sparks
- Spiritual Development
- An Engaged Community

As identified by the Search Institute.

### **The Honorable Obama Quiz Bowl**

The election of President Obama is historical. Youth have study guides to assist them in learning the history, values, character and experiences of President Obama that prepared him for the role of President of the United States. Materials cover his childhood, adolescence, adult life, family life, immediate family, extended and kinship connections in the United States and in Africa. Youth may read President Obama's publications to learn facts leading up to the historic election in 2008.







Common goals of asset based youth development programming include:

- Positive relationships with peers
- Emphasizing youth's strengths
- Providing opportunities to learn healthy behaviors
- Connecting youth with caring adults
- Empowering youth to assume leadership roles in programs
- Challenging youth in ways that build their competence

Internal Developmental Assets that help young people grow up healthy, caring and responsible and that are incorporated into BFDI Positive Youth Development programming include a Commitment to Learning – Youth are motivated to do well in school, engage in learning and care about one's school.



## Forging New Partnerships



Restorative Circles engage "power with" instead of "power over" when repairing harm and rebuilding community.



Black Family Development, Inc. (BFDI) partners with the International Institute for Restorative Practices (IIRP) as an affiliate member of this accredited graduate school, to lead restorative practices initiatives in the Detroit Metropolitan Area. BFDI and IIRP will work together to implement programs that have proven effective in reducing violence and increasing family and community engagement.



Restorative Practices are evidence-based models, which include Circles, Family-Group Conferencing, Council of Sages, and Victim-Offender Conferencing. These models have been effective with (1) repairing and rebuilding relationships, and (2) increasing problem-solving and conflict resolution skills. The restorative models provide a safe and non-judgmental environment for all parties to express their feelings and emotional needs.

The dynamic of the circle process promotes healing, connectedness and identifies how the members and the community repair the harm together. The process facilitates collective accountability; and balancing family, community and society without denying individual(s) responsibility.



BFDI has been named a "Grad Nation Community" by America's Promise Alliance (America's Promise), the nation's largest partnership network working to improve the lives of young people. As a Grad Nation Community, BFDI will work in partnership with Detroit Clark Park / Osborn Promise

Neighborhoods as part of a national network of cities and towns that have agreed to work on improving high school graduation rates by focusing on the local schools that are most in need of improvement. Grad Nation Communities also adopt and work toward achieving America's Promise Grad Nation Campaign goal of increasing the nation's high school graduation rate to 90 percent with no school in the community's target area having a graduation rate below 80 percent, helping the United States regain its standing as first in the world in college completion.

# SCHOOLS for the *future* Detroit

## HOPE ACADEMY SCHOOLS FOR THE FUTURE HIGH SCHOOL

An exciting new venture with Schools for the Future began in the early part of 2011. With great anticipation, on the first day of school for the 2012-2013 Wayne County Public School year, Hope Academy Schools for the Future High School will officially open its doors to students with a unique set of characteristics. Specifically, the school will service students between the ages of 14-17, still associated with middle school and are also currently (2) or more grades behind. The academy will operate as a public charter school that will be authorized by Eastern Michigan University and supported by Michigan Future; vital partners in the academic success of enrolled students. The

school will be managed by Black Family Development Educational Services (BES), a new branch of Black Family Development, Inc. (BFDI). BFDI has a 34 year history of successfully working with metro area youth and families under the extremely successful direction of Chief Executive Officer, Alice G. Thompson.

Hope Academy Schools for the Future High School will be located in the same building as Hope Academy at 12121 Broadstreet, Detroit, MI 48204.



Roy Harris, M. Ed., Principal  
Hope Academy Schools for the Future  
High School



Hope Academy Schools for the Future High School will be located at  
12121 Broadstreet, Detroit, MI 48204.

# BLACK FAMILY DEVELOPMENT, INC.

## Statement of Activities

### Black Family Development, Inc.

#### Statement of Activities

Year Ended December 31, 2011

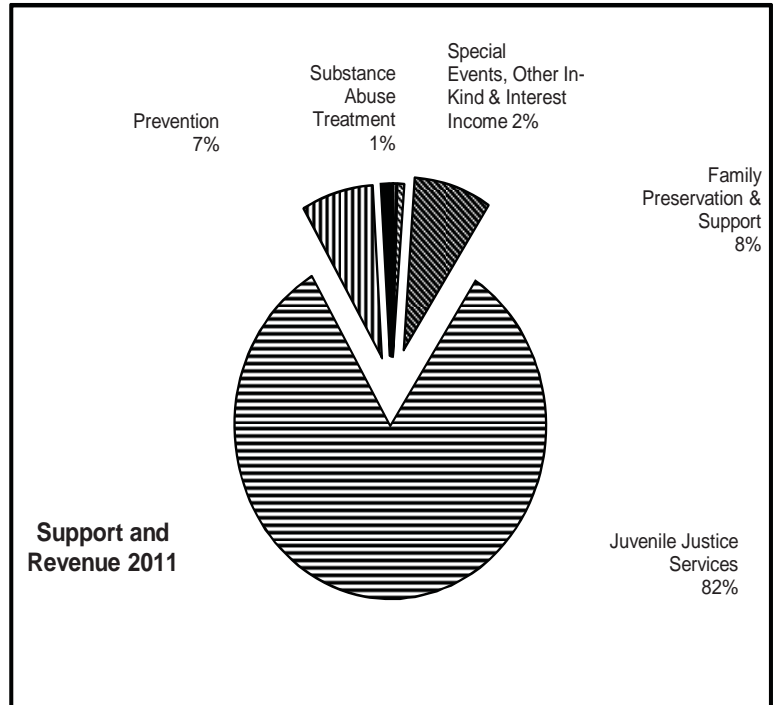
#### Public Support and Revenue:

#### Public Support

Special Events [Net of expenses]	\$	35,699
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#### Revenue

Interest Income	\$	190
Other		54,464
In-Kind Services *		127,033
Family Preservation & Support		1,500,518
Juvenile Justice Services		15,383,348
Prevention		1,386,851
Substance Abuse Treatment		182,102
<b>Total Public Support &amp; Revenue</b>	<b>\$</b>	<b>18,670,205</b>



#### Expenses:

#### Program Services

Family Preservation & Support		1,277,549
Juvenile Justice Services		15,383,348
Prevention		1,386,851
Substance Abuse Treatment		182,102
<b>Total</b>	<b>\$</b>	<b>18,229,850</b>

#### Supporting Services

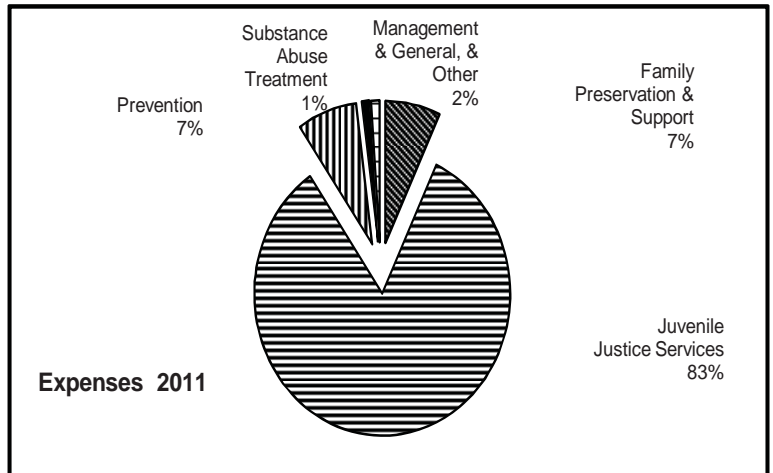
Management & General (Includes In-Kind) *		192,513
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**Total Expenses** **\$ 18,422,363**

Changes In Net Assets **\$ 247,842**

Net Assets Beginning of Year 331,422

**Net Assets End of Year** **\$ 579,264**



For the year ended December 2011, the value of In-Kind Donations were as follows:

Donated Services \* **\$ 127,033**

Completed 2011 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 2000 through 2011

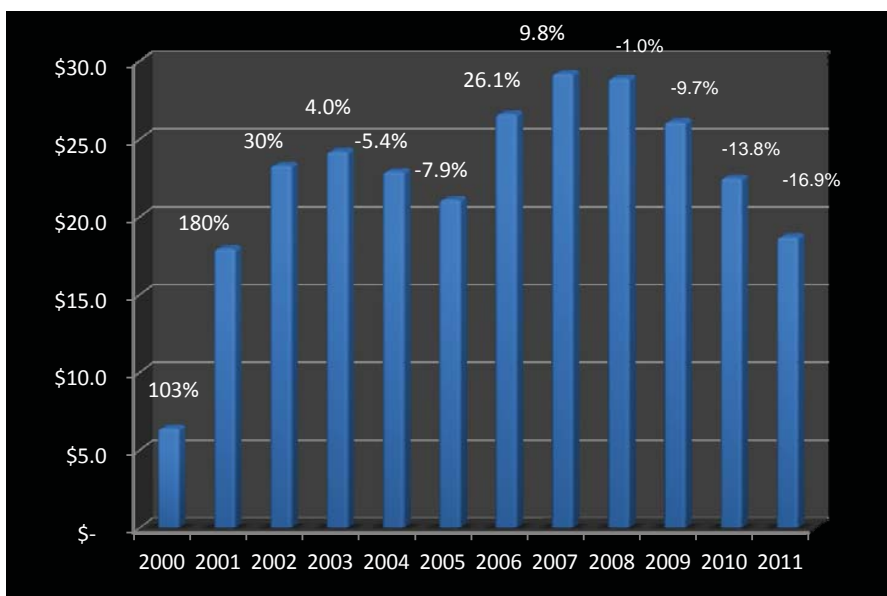
### Revenues

Years	Revenues [in millions]	Growth Rate From Prev Yr.
2000	\$ 6.4	103%
2001	\$ 17.9	180%
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%

BFDI	Avg. annual growth	
	2000-2011	25%

*Service Industry Norms	2%
*Counseling Agencies with 200 or less staff	

\*Bureau of Labor Statistics



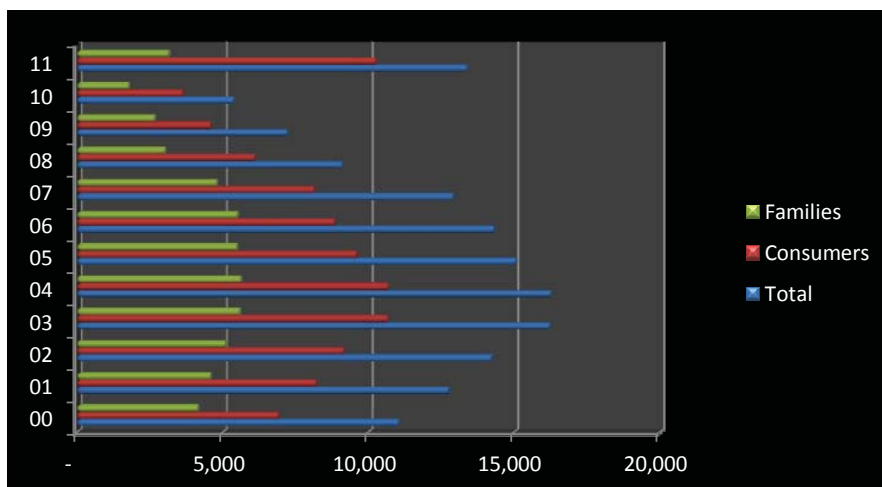
### Client Population Base

Years	Total	Consumers	Families
00	11,011	6895	4116
01	12,736	8180	4556
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

BFDI	Avg. annual growth	
	2000-2011	8%

*Service Industry Norms	2%
*Counseling Agencies with 200 or less staff	

\*Department of Census



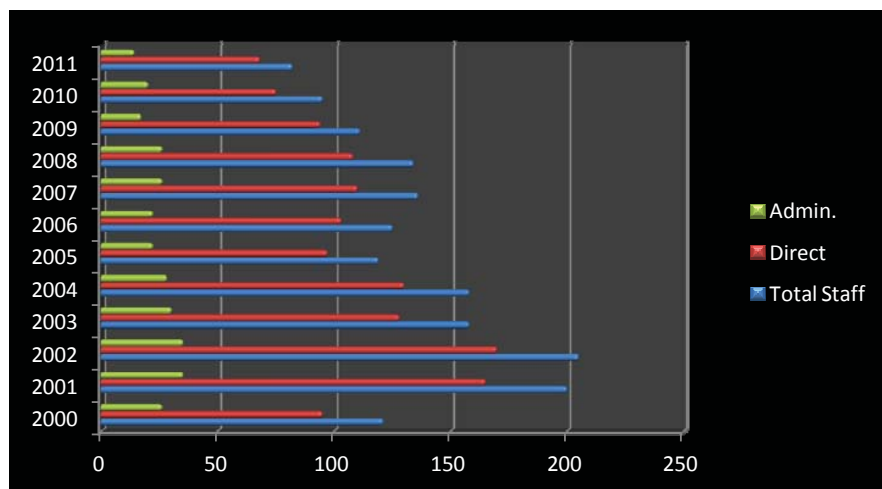
### Staff

Years	Total Staff	Direct	Admin.
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
2008	134	108	26
2009	111	94	17
2010	95	75	20
2011	82	68	14

BFDI	Avg. annual growth	
	2000-2011	8%

*Service Industry Norms	2%
*Counseling Agencies with 200 or less staff	

\*Bureau of Labor Statistics



# *Black Family Development, Inc* *Board of Directors*

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## *Executive Team*

Alice G. Thompson, Chief Executive Officer  
Kenyatta Stephens, Chief Operating Officer  
Jane Fernanders, Chief Financial Officer



Alice G. Thompson  
Chief Executive Officer



Kenyatta Stephens  
Chief Operating Officer



Jane Fernanders  
Chief Financial Officer

# *Black Family Development, Inc.*

## *Staff*

- Phylcia Allen  
Paula Armstrong  
Lisa Atkins  
Denise Banner  
Theresa Bass  
Derek Blackmon  
Damon Booker  
Manja Boyce  
Xenas Bradfield  
Jeffrey Brooks  
Kevin Bryant  
Tinetra Burns  
JoAnn Campbell  
Charone Carter  
Kim Carter-Hunt  
Shenetta Coleman  
Satira Collier  
Jerika Crutchfield  
Shirley Dockery  
Charles Dulin  
Gina Foster  
Margaret Greenidge  
Riley Grier  
Aiyana Hampton  
Roy Harris, M.Ed.  
Tressa Henson  
Terea Hernandez  
Sharon Hughes  
Velda Hunter  
Rashida Johnson  
Marian Jones  
Marquetta Jones, M.D.  
Carolyn Jones-Hill  
Theresa Kendrick  
Jason Kezelian  
Wendy Lawlah  
Tamiko Logan  
Alicia Lorick  
Angell Love-Jackson  
Lisa Maclin  
Diane Mapp  
Emily Matthews  
Cynthia McDaniel  
Sharon McFolley  
Gayle Metcalf  
Evon Miller  
David Mitchell
- Bridgette Morris  
Crystal Mosby  
Anquinette Mosley  
Rudy Moss  
Terrence Murray  
Latesha Newsome  
Bronson Nichols  
Ilesha Odum  
Samantha Perry-Guinn  
Faye Peterson  
Vivian Porter  
Donja Reodus  
Keisha Render  
Blandina Rose, Ph.D.  
Nodia Ross  
Ruth Shelby  
Hernando Sierra  
Stevia Simpson-Ross  
Gloria Smith  
Margo Smith  
Kristia Spight  
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Kali Weaver  
Randall Welch  
Catrina Williams  
Cynthia Williams  
James Williams  
Khari Wilson  
Tonya Wilson
- CONSULTANTS**  
Michelle Howard  
Crystal Mills, Ph.D.  
Carole Quarterman  
Lynda Jackson

*Black Family Development, Inc.*  
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*Our Funding Sources*

- Black United Fund
- Bank of America
- Charter One
- City of Detroit Department of Human Services
- 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

*Black Family Development, Inc. Office Locations*

Administrative Offices

2995 East Grand Boulevard - Detroit, Michigan 48202

Contact: (313) 758-0150    FAX (313) 758-0255    Website: [www.blackfamilydevelopment.org](http://www.blackfamilydevelopment.org)

Osborn Good Neighborhoods &

Clark Park/Osborn Promise Neighborhoods

4777 East Outer Drive - Detroit, MI 48234

Cody Rouge Good Neighborhoods

Don Bosco Resource Center

19321 West Chicago - Detroit, MI 48228

Clark Park/Osborn Promise Neighborhoods

Detroit Hispanic Development Corporation

1211 Trumbull Street - Detroit, MI 48216

Substance Abuse Services

211 Glendale, Suite # 206 - Highland Park, MI 48203

Care Management Organization (CMO)

5555 Conner Ave. Suite 1038 - Detroit, MI 48213

FAST Program

Brenda Scott Academy for Theatre Arts

18440 Hoover Street - Detroit, MI 48205

Keys to Literacy

Osborn High School

11600 E 7 Mile Rd - Detroit, MI 48205