

2020 Annual Report

Making A Difference Everyday!



Black Family Development, Inc.

313-758-0150 | www.blackfamilydevelopment.org | 2995 East Grand Blvd, Detroit, MI 48202

Welcome



Welcome to the Black Family Development, Inc. Annual Meeting; retrospectively celebrating the organization's 2020 calendar year of agency business. The theme for this Annual Meeting is "Resiliency and Gratitude". We have witnessed the resiliency demonstrated by agency consumers, staff, and community partners help them overcome the unexpected pandemic, and emerge as winners who determinedly accomplished great outcomes. It is with gratitude that our organization reflects upon opportunities, challenges, lessons learned, and triumphs of resiliency in 2020.

BFDI is a resilient organization. Our faith; cultural history; staff longevity and commitment; strong Board investment; and valued partnerships with funding partners, neighborhoods, and the community at-large; made us formidable against the waters of change that 2020 ushered in. After 26-years of her leadership of BFDI, Mother Alice G. Thompson stepped into a well-deserved retirement. It has been my pleasure to serve as your CEO, and continue navigating this strong organization through a renewed confidence, by our funding community and agency partners, of BFDI's relevancy in, and strong outcomes amidst, the human service industry.

2020 required innovation. BFDI and our consumers navigated through the new arena of tele-health for the first time ever. Tele-health removes access barriers to services when ongoing public health concerns impede face-to-face contact. BFDI funders demonstrated their ongoing faith in this organization's dedication to Detroiters and Wayne County residents by allowing contract dollars to be pivoted in support the basic human needs that the pandemic challenged, such as food, diapers, and income when many residents employed in retail service found themselves unable to work. The mental health challenges exacerbated by the pandemic led BFDI to launch a video series, aimed at the African American community, through COVID-relief funding, to help share that seeking help is okay, and one of the best steps towards individual and family wellness.

Financially, as national and local agencies were forced to shut their doors, BFDI's funding sources remained intact. Paycheck Protection Program funds gave needed leverage as units of service waned due to the public health scare. BFDI was awarded a new grant through the Michigan Department of Health and Human Services Building Community Partners funding to help families reunify after child abuse and neglect allegations. 2020 brought an unexpected bolus of continuation funding from the Obama Foundation to continue our Boys and Men of Color (My Brother's Keeper) work inaugurated under their initial 2019 funding. BFDI accomplished the Obama Foundation's expectation to secure sustainability funding with the blessing of a new 3-year contract from the Kresge Foundation.

Through Board support, BFDI triumphed through an exemplary CARF accreditation survey that yielded the following accolades, in addition to 15 CARF accredited agency services. Surveyors noted:

Welcome



- “BFDI continues to demonstrate responsible stewardship of financial resources. The organization appears financially stable in these uncertain times and has benefited from strong leadership, sound financial management, and strong decision-making.”
- “The organization has demonstrated the ability to be creative in the delivery of services during the COVID-19 pandemic by using outdoor settings, clients’ backyards, and even garages as meeting places. These are just a few examples of how it is literally meeting clients wherever they may physically be in the community.”
- “Persons served and their family members share how the organization has changed their lives and repaired fractured relationships. When describing a staff member, a parent of a person served stated that the staff member “become a member of our family.” As they enter a home that is in need of understanding, guidance, and compassion, clinicians work as a team and realize that the common goal is family first.”

Lastly, Resilience and Gratitude produced life changes for those we are blessed to served. Thank you to our beloved consumers, supportive Board of Directors, trusted community partners and funders, as well as the staff and leadership at BFDI. Your commitment to pursue excellence in all we do it, and determination to resonate resiliency and gratitude, have made a difference.



Charles Beckham
Board Chair



Kenyatta Stephens
Chief Executive Officer

PROGRAM

Black Family Development, Inc.

ANNUAL MEETING

September 28, 2021

Welcome **Kenyatta Stephens, CEO**
Black Family Development, Inc.

Invocation **Henry L. McClendon, Jr., Pastor**
Berean Chapel of Detroit

“I am a Winner,
I am Resilient” **BFDI Consumer**

Chief Executive Officer Remarks. **Kenyatta Stephens**

Business Meeting **Charles Beckham, Chair**
BFDI Board of Directors

Recognitions **Kenyatta Stephens**
➤ ***Scholarship Award Recipients***
➤ ***Dee Dee McKinney Odom/MGM Grand Detroit***

Benediction **Pastor Henry L. McClendon, Jr.**

Success Story



"I Am A Winner, I Am Resilient"

I started services in the 4th grade due to my mood at home and at school. I was not motivated to go to school and did not want to talk to friends outside of school. I was failing all classes except for gym, and had recently lost my grandmother in December 2019. One of my close friends moved and I felt sad. I also experienced trauma when I was younger. In the past, I've experienced nightmares and I was afraid to be around certain people. When beginning services, my confidence started at 3. It was at a 6 last year; and now it is at a 9. I do not have as many nightmares. I have written about my traumatic experience and I am able to read it out loud after practicing it. I am also able to better express myself to others. I was able to overcome the challenges of virtual learning and I passed my classes. This past school year, I earned a certificate for Most Improved Student during our 5th grade promotion ceremony. I am now in the 6th grade, and so far I enjoy being in school. I feel like I was in a really bad place when we first started, but I'm in a much better place now. It's been a healthy cycle of doing my schoolwork and I feel less stressed.

Mission

"To strengthen and enhance the lives of children, youth, and families through partnerships that support safe, nurturing, vibrant homes, schools and communities." BFDI's vision is "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. "

Commitments

- Hope and healing for those we serve
- Improving the well-being of children
- Improving academic results
- Expanding positive youth development
- Improving support to families
- Building community capacity
- Improving neighborhood safety
- Improving the life outcomes of boys and young men of color.

Black Family Development, Inc.

Consolidated Statement of Activities
Year Ended December 31, 2020

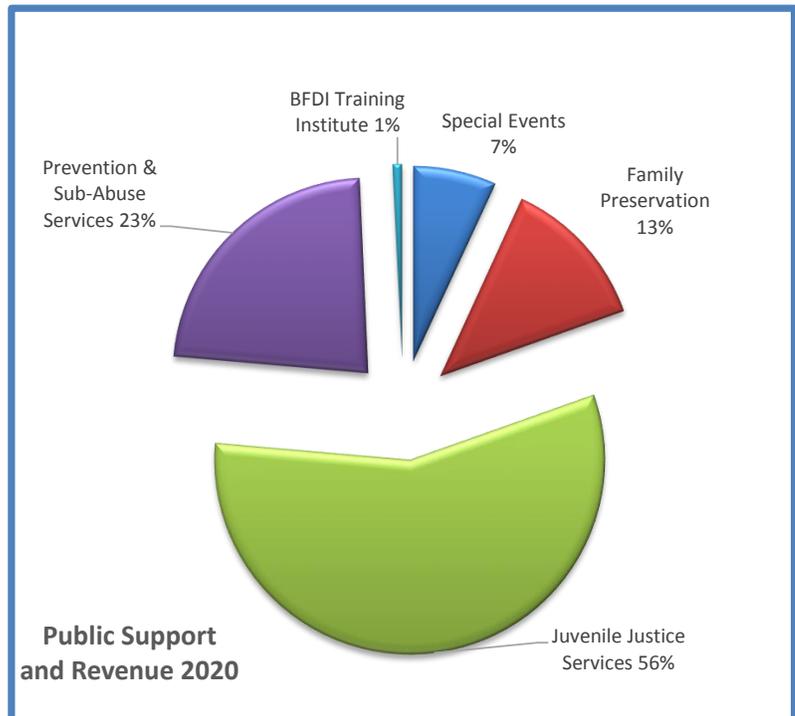
Public Support and Revenue:

Public Support

Special Events [Net of expenses]	\$	306,391
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Revenue

Interest Income	\$	121
Other		165,845
In-Kind Services *		548,509
Family Preservation & Support		1,899,348
Juvenile Justice Services		8,471,790
Prevention		3,365,478
Substance Abuse Treatment		51,871
Training Institute		105,868
Total Public Support & Revenue	\$	14,915,220



Expenses:

Program Services

Family Preservation & Support	2,575,335
Juvenile Justice Services	8,628,301
Prevention	3,365,478
Substance Abuse Treatment	51,871
Training Institute	171,770
Total	\$ 14,792,755

Supporting Services

Management & General (Includes In-Kind) *	902,899
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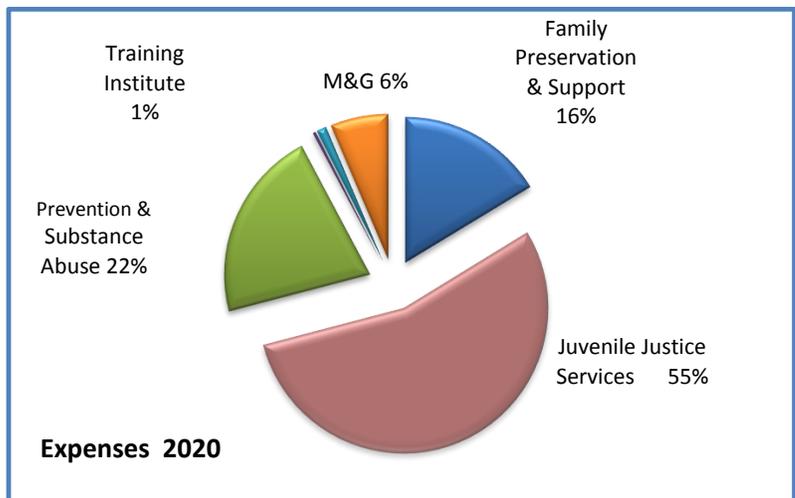
Total Expenses \$ 15,695,654

¹Changes In Net Assets \$ (780,434)

Net Assets Beginning of Year 1,862,959

Net Assets End of Year

\$ 1,082,525



¹ See also notes 10, 11 and 13 in the Audited Financial Statements

For the year ended December 2020, the value of In-Kind Donations were as follows:

Donated Services * \$ 548,509

Completed 2020 Financial Statements, were audited by:
Gregory Terrell & Company - Certified Public Accountants
613 Abbott Street 3rd Floor
Detroit MI 48226

Black Family Development, Inc.

Statement of Activities - Growth Indicators for years 2010 through 2020

Revenue

Year	Revenue [in millions]	Growth Rate From Previous Yr.
2009	\$ 26.1	-9.7%
2010	\$ 22.5	-13.8%
2011	\$ 18.7	-16.9%
2012	\$ 18.6	-0.5%
2013	\$ 17.7	-4.8%
2014	\$ 19.2	8.5%
2015	\$ 18.5	-3.6%
2016	\$ 16.7	-9.7%
2017	\$ 16.9	1.4%
2018	\$ 18.0	6.3%
2019	\$ 17.8	-1.1%
2020	\$ 14.9	-16.3%

BFDI	*Average Annual Growth	
	2009-2020	-5%

*** Removal of BES which was formally a subsidiary of BFDI that became a separate 501 c 3 December 2019.**

*Service Industry Norms	1%
*Counseling Agencies with 200 or less staff	
*Bureau of Labor Statistics F.R.E.D. Database Table 2.3	

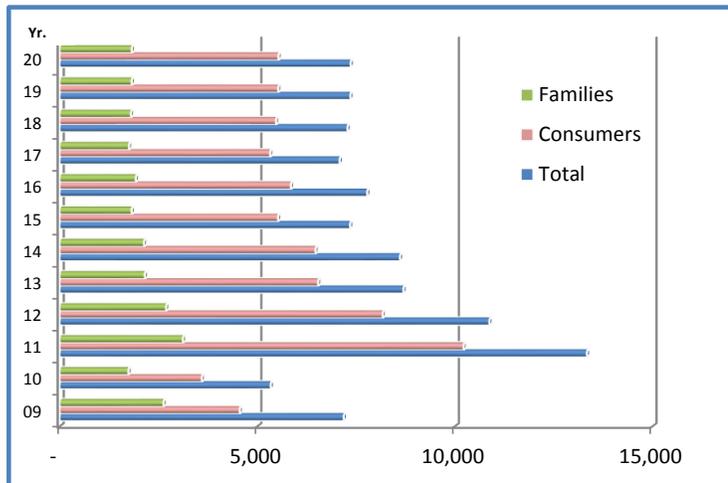


Consumer Population Base

Year	Total	Consumers	Families
09	7,193	4561	2632
10	5,346	3601	1745
11	13,348	10225	3123
12	10,879	8180	2699
13	8,704	6544	2160
14	8,617	6479	2138
15	7,355	5530	1825
16	7,787	5855	1932
17	7,089	5330	1759
18	7,288	5480	1808
19	7,361	5535	1826
20	7,369	5540	1828

BFDI	*Average Annual Growth	
	2009-2020	6%

*Service Industry Norms	1%
*Counseling Agencies with 200 or less staff	
*Bureau of Labor Statistics F.R.E.D. Database Table 2.3	



Staff

Year	Total Staff	Direct	Admin.
09	111	94	17
10	95	75	20
11	82	68	14
12	100	83	17
13	89	72	17
14	127	106	21
15	118	100	18
16	117	99	18
17	113	95	18
18	128	110	18
19	127	109	18
20	90	74	16

BFDI	*Average Annual Growth	
	2009-2020	3%

*Service Industry Norms	1%
*Counseling Agencies with 200 or less staff	
*Bureau of Labor Statistics F.R.E.D. Database Table 2.3	

