

Black Family Development, Inc.

2009 Annual Report



Partnering with Purpose and Promise

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 . . .



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

"I am a promise . . ."

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Welcome

On behalf of the Board of Directors, staff, and consumers of Black Family Development, Inc., it is our pleasure to welcome you to our Annual Meeting. It is our pleasure to share with you our organization's 2009 season of progress and achievements. Although 2009 began with challenges and obstacles, they were overcome by creative leadership and our unwavering commitment to make a difference. We seized the opportunity to embrace the power of change in an ever changing environment. It is through change that improvements are achieved.

Our response to the challenge of rapid and unpredicted change brought out the best in Board and staff, as we embraced change as a mere opportunity to abandon the familiar and allow the evolution of timely, creative responses in every area of the organization. Among the many changes was a significant improvement in the efficiency and effectiveness of our business practices, a change in our staffing pattern, employee benefit package and fiscal operations. In the midst of transforming major components of the organization, we continued to achieve planned outcomes for consumers. A cursory review of 2009 outcomes indicated that consumer outcomes are meeting or exceeding expectations. Outcomes demonstrate that the organization continues to make progress in our commitment to improve the well-being of children, improve academic results, expand positive youth development, improve support for families, and build community capacity.

Another important element of our work in 2009 was enhancing and expanding our partnerships in ways to advance the mission of the organization. It was through strategic partnerships that we improved business practices and consumer outcomes. It was our working together with a shared vision that caused services to improve for consumers, while at the same time, yielding a reduction in service utilization and cost.

The challenge of change and embracing the power of change has strengthened collaboration in ways that improved the performance of BFDI and our partners during a time of great challenge, into a season of opportunity for innovation. We look forward with great expectations for the season ahead and the inevitable change that it will bring. With your continued support and the support of our expanding partner base, we will embrace the change as a great opportunity to continue to improve outcomes for children, families, and the community.



Robert Thornton
Board President



Alice G. Thompson
Chief Executive Officer

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Consumer Satisfaction

My name is J. I have been with Black Family Development Inc. since I was 16 years old. I am 18 years old now. . .my attitude was that this program can't change me. I just wanted to do my time and get out, but placement really opened my eyes to the Real World.

I know so many people who are limited because they did not graduate from high school. To be truthful, if not for placement and all the help I got from so many people including Black Family Development Inc. I probably would have not graduated myself. Being with Black Family Development Inc. I have learned to follow rules. Everything is not bad when it comes to rules; it helped me to overcome probation.

Also I have graduated as Valedictorian. Now, I am ready for the World. I have my high school diploma. I plan on going to Oakland University majoring in Business. I would like to be an example for other young black men in the community. If I can do it anyone can.

Thank you,
Black Family Development, Inc.





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Programs and Services

Whether formed out of respect, a sense of kinship, common bonds or goals, partnerships emerge or are deliberately formed recognizing that “the whole is greater than the sum of its parts.” Successful partnerships fill a void. They engage, strengthen, and make whole – complete the process.

Remaining true to its mission, *“To strengthen and enhance the lives of children, youth, and families through partnerships that support safe, nurturing, vibrant homes and communities”* BFDI has strategically engaged a number of community-based agencies, institutions and organizations who share this commitment and are willing to work collaboratively to impact the community through programs and services.



A strong community contributes to the healthy growth and development of children, youth and families. Envisioning a neighborhood of promise – one that supports the development of positive social infrastructures to stabilize and enhance the quality of life for children and their families – BFDI partnered with a number of community groups, and public and private stakeholders to achieve this vision.

The Skillman Foundation’s Good Neighborhoods initiatives resulted in community partnerships that have fostered greater communication, understanding, respect and cooperation among adults, youth and key stakeholders. The Osborn Networking for Change initiative has had a significant impact on Detroit’s northeast side since its implementation. Block clubs as organized units of individuals with common values present an excellent opportunity to reduce the incidence and prevalence of crime in neighborhoods. They facilitate the dissemination of information in a timely and consistent manner. Additionally, education and communication via block clubs is managed more effectively.

In 2009, the partnerships successfully yielded the following:

Surpassing the targeted total goal of 250

- 295 blocks were organized in the Osborn neighborhood.
- Thirty-one (31) community block club meetings were held
- Seventy-one (70) residents were trained in block club leadership strategies
- Forty-one (41) residents participated in the “Make the Streets Safe for Kids” and “How to Start a Block Club”
- One hundred and seventeen (117) residents were trained in grant writing to support their block club
- Three hundred ten (310) residents signed a commitment statement to establish a block club
- Organized and implemented the first Family Health Fair. Over 380 residents received preventive health care screenings – dental, diabetes, blood pressure, etc. Residents also received instruction in nutritious eating and food preparation and the need for a physical fitness regimen for healthy living
- Osborn residents and stakeholders elected its Osborn Community Alliance Board in 2009. The Osborn Community Alliance functions as an independent body that will empower families to access needed resources and support.



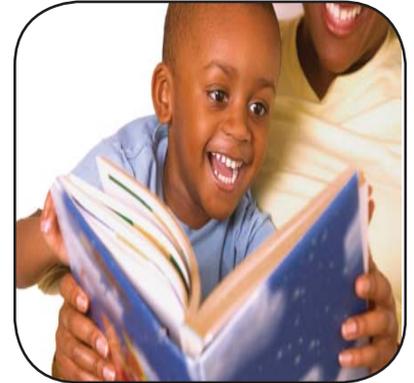
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Family Preservation Services



Realizing families are first and foremost, the essential partners to developing strong and viable neighborhoods of promise; BFDI provided essential services to aid in the effective functioning and stability of the family unit. Family preservation has been and remains the cornerstone of BFDI's work. Whatever the structure or composition, the family of origin shapes one's perception of the world and respective place in it. The foundation of who we are and what we imagine we may become, is rooted in how we relate as part of a family.

Retaining and strengthening the bond of family is the ultimate goal of BFDI. Nurturing, caring and supportive families result in communities that reflect those values.



In 2009, there was a noticeable increase in the number of persons served by BFDI's Intake Department. The number served rose from 6,095 in 2008 to 6,405 in 2009. Intake services involved consumers in need of crisis intervention and assistance with basic needs such as food and shelter. There was a marked decrease, however, in the family preservation case management services area. There were 212 adults and children served who were facing homelessness or at risk for homelessness compared to 709 from the previous year.

Black Family Development, Inc.'s Family Preservation program is structured to allow families an opportunity to work through difficulties within the confines of the home. The intent is to provide a stable and sustainable functioning home environment.

Positive Youth Development



In 2009, more than 345 students increased their knowledge of African American history through competitive classroom, school and city-wide competitions as competitors in the African Centered Olympics program. A program that partners with local schools to promote cultural respect, positive self-image, African Centered Olympics enhances participants' self awareness. Similarly, of the 32 participants in the My Healthy Body Olympics – a health education program- 84% completed the final project demonstrating their increased knowledge of nutrition and fitness. The students' knowledge was then shared with family members who benefitted from the nutrition education homework.

BFDI offers age appropriate support services to youth with diverse learning styles and developmental needs. The Keys to Literacy Program, a partnership with New Detroit, Inc., is a reading program using web-based technology to provide customized literacy training.

The program is capable of improving reading comprehension by at least one grade level. There were 26 participants in 2009. Of the participants who attempted the Fundamental Aztec Software Learning Essentials Series (ASLES) reading level, 90% completed it. Of those who attempted the Advanced ASLES reading level, 67% completed it.

Training to Reign, a financial literacy educational program, introduced 15 youth to the meaning of assets, liabilities, budgets, investing and net worth. The training is designed to equip youth for adulthood and wise financial decision-making at an early age.

The 2009 Back to School Community Day assisted 300 of the 500 youth participants ages 6-18 with obtaining school supplies. The program allows youth and their families in resource poor communities to obtain basic supplies and be prepared for school. These programs seek to enhance peer and family relationships, pride in academic mastery, promote youth empowerment and hence community revitalization.



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Juvenile Justice Services



In 2009, BFDI sought to enhance its strategic approach to juvenile justice program service delivery in the Osborn University High School community. With a dedicated focus on prevention, followed by treatment and access to the appropriate resources, BFDI partnered with several community organizations to achieve impactful outcomes. The Youth Assistance Program (YAP), with its four prevention tracks, served as an after-school diversion program for at-risk youth susceptible to delinquent behavior. There were 70 participants. Of the total, 100% of the participants distinguished between illegal behavior & positive decision-making and 90% remained free of arrest.

Recognized and respected by collaborative partner and funding source, Wayne County Children and Family Services, for its case management services, 1,100 adjudicated youth and their families were recipients of BFDI's treatment program. Working with a network of 40 residential and community providers, 99% of juveniles remained free of felony convictions while enrolled in treatment. Further, after two years in the community, 95% remained free of felony convictions.

To assist juvenile offenders with special needs, BFDI sought and secured the engagement of select service providers to offer adjunct supportive programming. In 2009, 326 juveniles received rehabilitation treatment services. Of that total, 72% of juvenile offenders with special needs were placed in appropriate care within 30 calendar days of admission; 95% received initial treatment at the least restrictive level and 93% of the offenders with special needs successfully completed treatment without reoffending.

Mental Health Services

In 2009, Black Family Development, Inc. provided mental health services to 312 youth and their families.

Based upon the assumption that individual and group treatment for mental health disorders increases a family's capacity to function independently and avoid out of home placement, multi-systemic therapy and intensive family services are a part of BFDI's approach to service delivery. The approach was received well by adjudicated youth of which 94% were not arrested for re-offenses. Additionally, 80% of the youth served were attending school/vocational training or working, and 89% of youth served were living at home, thus not requiring out of home placement.

As a part of the family services program, therapists provided youth with transportation assistance as needed to ensure there were no barriers to treatment.



Substance Abuse Services

Prevention is BFDI's first line of defense in addressing substance abuse. To obtain measurable service outcomes, evidence based models are employed in prevention and treatment programs. Prevention models and approaches including the Lion's Quest: Skills for Adolescence; Parenting Wisely; and the Center for Substance Abuse Prevention – an endorsed prevention curriculum for children of addicted parents, were used to reach 14,368 substance abuse prevention recipients in 2009. Youth who completed Lions Quest, a school-based, comprehensive positive youth development and prevention program of Lions Club International Foundation that unites the home, school and community to cultivate strong character, overwhelmingly demonstrated an increase in knowledge and skill development. Parents who completed the Parenting Wisely program showed similar results. Substance abuse treatment services were provided to 184 recipients. Follow-up surveys completed by Finding Abstinence with Commitment to Empowerment - F.A.C.E. Program participants revealed an improved quality of life after 30 days release from treatment. Of the 84 participants in the Helping Ourselves Produce Excellence (HOPE) program, 83 remained arrest-free during treatment. Additionally, 83% of persons in the HOPE program were attending school and/or employed.

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Partnering with Purpose and Promise Community Engagement



There are several proven ways to facilitate community engagement; defined as a method to ensure that community participants are actively involved in the process by which community problems are resolved and decisions effecting their neighborhoods are made. Black Family Development, Inc.'s community luncheons foster community involvement and engage community residents through information sharing, education, leadership training and celebrating community accomplishments. A host of good neighbors, block club members, community leaders, and concerned citizens gather at these events to fellowship, plan, and take action committed to the Osborn Neighborhood goal, "Families will have all of the support and resources they need to make their children successful in life."



Through hosting celebratory events, BFDI provides an opportunity for the community leadership to share critical events and activities that are happening on their block, in their neighborhoods, and in their schools. Detroit Public School Principals from Osborn neighborhood schools; Osborn High School, Fleming Academy, and Trix Elementary, present information creating community awareness, assistance, and support for their participants successes and challenges. Luncheon who have not already started a block club in their area, are given materials, and registered for supportive assistance from BFDI staff to start one on their block.



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Partnering with Purpose and Promise 2009 Presidents' Dinner

December 4, 2009 was an evening of celebration, music and memorable remarks, as Black Family Development, Inc. (BFDI) marked its 13th Annual Presidents' Dinner and the recognition of the Zenobia Payne Drake Humanitarian Award recipients, at the Charles H. Wright Museum of African American History. This year's honorees were Reverend Dr. Wendell Anthony; Reverend Robert Dulin; The Honorable Carolyn Cheeks Kilpatrick; Carrie Banks Patterson; Carole Quarterman; and Reverend Edgar Vann. The Humanitarian Award recipients were deserving of this honor.

Elected President of the Detroit Branch NAACP in 1993, **Rev. Anthony** is currently serving an unprecedented 8th term. He is the founder of the Fannie Lou Hamer Political Action Committee, and the Freedom Institute, an urban think tank that annually sponsors Freedom Weekend which places an emphasis upon economic, social justice and political empowerment.

Rev. Dulin is devoted to his family and committed to work and fellowship with all persons of good will. Pastor Dulin receives his greatest satisfaction in helping others to achieve their highest potential. Developing meaningful relationships with people is one of his highest priorities and cherished values.

Congresswoman Carolyn Cheeks Kilpatrick, as the past Chairwoman of the Congressional Black Caucus, has been lauded for her leadership skills. She was a leading force in the successful effort to secure a Presidential Executive Order compelling all federal agencies to increase their contractual opportunities with minority businesses. Additionally, she has worked with lender Fannie Mae to secure \$18 million in home mortgages for moderate-income families.

Carrie Banks Patterson is the Children's Initiatives Coordinator for Detroit-Wayne County Community Mental Health Agency, she serves as an advocate for children, adolescents and families with serious emotional disturbances. Ms. Patterson's extensive experience in research, direct clinical services, administration and consultation has allowed her to establish an expertise in the provision of mental health services.



Carole Quarterman has led the way in developing collaborative initiatives that support and provide quality care and environments for all children and promote strong family units over the past 30 years. Ms. Quarterman has served as a Lecturer/Teaching Assistant; Executive Director and Associate Director within the Psychology Department at the University of Michigan.

Bishop Edgar Vann's ministry focus has always been to encourage people to aspire to a higher level of spiritual, personal and transformational growth. He has traveled and preached the Word of God extensively throughout the world and is an inductee in the Martin Luther King, Jr. Board of Preachers at Morehouse College in Atlanta, Georgia.

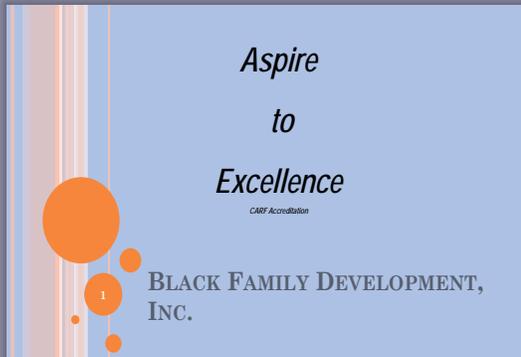
BFDI acknowledged with gratitude its sponsors that included: Ford Motor Company Fund; Pioneer Behavioral Health; Blue Cross Blue Shield of Michigan; Comerica Bank; DTE Energy Foundation; MGM Grand Detroit; Pepsi Bottling Group; Quicken Loans; Greater Detroit Association of Black Social Workers; Hope Academy; Mount Clemens Regional Medical Center; New Detroit, Inc.; Starr Commonwealth; Straight Gate International Church; The Skillman Foundation; Alice G. Thompson and Wayne State University School of Social Work.

One of the evening's highlights was guest speaker, The Honorable Dave Bing, Mayor, City of Detroit, who spoke of the resiliency of Detroit's citizenry and his hope and optimism for the city. "The Mayor was inspiring and encouraging and clearly communicated his vision for the city", said Alice G. Thompson, Chief Executive Officer, Black Family Development, Inc.

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Partnering with Purpose and Promise Moving Forward in 2010. . .



The successful approach to the delivery of services to youth and families through

the Wayne County Juvenile Justice System is no longer a best kept secret. A delegation from New York City (NYC), headed by NYC Commissioner Shiraldi, representatives from the NYC Probation Department, and Vera Institute, an independent, non-partisan, nonprofit center for justice policy and practice, were guests of Wayne County. This delegation was hosted by the Wayne County Department of Children and Family Services, the Juvenile Assessment Center, joined by Growth Works Care Management Organization, and Black Family Development, Inc. The hosts presented a detailed description of the county's juvenile justice system fulfilling the request of the NYC delegation.

As one of five Wayne County Care Management Organizations, Black Family Development, Inc. was asked to discuss its philosophy, evidenced based methodology, and approach to service. Alice G. Thompson, Chief Executive Officer, headed an administrative and management team that made clear BFDI's core beliefs: Parents bear primary responsibility for meeting their children's needs; Focus on keeping families together and children safe; Deliver home-based services and place-based strategies; Cultural diversity is one of our greatest riches; Communities have a responsibility to provide safe and secure environments for children and families; Communities must be actively engaged in the helping process; Preventing problems before they become crises; and Forge collaborations and community-based partnerships.

These core beliefs are accompanied by guiding principles, noted Mrs. Thompson. BFDI's guiding principles include: Ser-

GUIDING PRINCIPLES

- Services should be provided in the homes and communities whenever safe and appropriate. Embrace place-based strategies.
- Racial disparities in both the delivery of service and the outcomes for children, youth and their families must be eliminated.

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GUIDING PRINCIPLES

- Services must be provided in the least restrictive manner.
- Placements outside the family should be utilized only when necessary to protect and/or stabilize the child.

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Services should be provided in the homes and communities whenever safe and appropriate; Embrace place-based strategies; Racial

disparities in both the delivery of service and the outcomes for children, youth and their families must be eliminated; Services must be provided in the least restrictive manner; and Placements outside the family should be utilized only when necessary to protect and/or stabilize the child.

Within the framework established, BFDI staff detailed Black Family Development, Inc.'s Care Management Organization program approach to service noting the significant outcomes.

2003 THROUGH 2008 BFDI/CMO PERFORMANCE OUTCOMES

From 2003-2008, BFDI's CMO served 5434 juveniles, while demonstrating stellar 2003-2008 statistical averages:

- 98.6% of all BFDI CMO juveniles served did not have felony convictions during enrollment.
- 95.1% of all BFDI CMO juveniles served were not escalated to higher levels of care for violations.
- 92.9% of all BFDI CMO juveniles served did not have felony convictions post CMO termination.

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Partnering with Purpose and Promise Conference on Overrepresentation of Children of Color in Michigan's Child Welfare System: How You Can Make a Difference

The planning for this conference began in 2009, in an atmosphere where across the State, professionals and other stakeholders within the Child Welfare System were focusing on the challenging issue of overrepresentation and disproportionate minority contact in Michigan's Child Welfare System.

The Conference Steering Committee began by recognizing the movement and progress made to reduce overrepresentation of children of color in Michigan's Child Welfare system under the leadership of Michigan's Department of Human Services Director, Ismael Ahmed. In addition, the Committee also recognized the movement and progress of work in this area, as led by the Wayne County Prosecutor's Office, Wayne County Children and Family Services, Third Judicial Circuit Court-Family Division, the Juvenile Assessment Center, and others.

The Conference on Overrepresentation of Children of Color in Michigan's Child Welfare system: How You Can Make A Difference, was funded by United Way for Southeastern Michigan and its funding of this conference through the Detroit Resource Investment Subcommittee of the Local Community Committee.

This conference was designed to not only increase knowledge and skills, but to provide concrete strategies on how individuals can make a difference. Making a difference is ultimately about improving outcomes for children, families, and the communities in which they live. Reducing overrepresentation of children of color in Michigan's Child Welfare system is a moral, economic, and social imperative.

Conference Steering Committee Members

- Ismael Ahmed, Director, Michigan Department of Human Services
- Gail Bagale, Interim Director, Save Our Children Coalition
- Montrelle Baldwin, Michigan Department of Human Services
- Derek Blackmon, Outreach Director, Detroit Branch NAACP
- Shaun Cooper, Ph.D., Juvenile Assessment Center (JAC)
- Paul Fossum, Interim Dean, UM-Dearborn School of Education
- Carol Goss, President and CEO, The Skillman Foundation
- Sue Hamilton-Smith, Director, Program Education & Advocacy Office of the Wayne County Executive
- Loren Hoffman, Office of the Dean, Wayne State University School of Social Work
- Chuck Jackson, Exec. Vice President & Chief Program Officer Starr Vista
- Henry McClendon, Consultant, Certified Restorative Practices (RP) Trainer, International Institute for Restorative Practices
- Kary Moss, Executive Director, Michigan ACLU
- Osvaldo Rivera, Director of Community Based Services & Family Preservation Programs, Michigan Department of Human Services
- Gregory Roberts, Director, Governor's Office of Community & Faith-Based Initiatives
- Maurice Shane, VP of Programs, New Detroit, Inc.
- Cynthia Smith, CEO, Juvenile Assessment Center
- Shirley Stancato, President and CEO, New Detroit, Inc.
- Alice G. Thompson, CEO, Black Family Development, Inc.
- Bishop Edgar L. Vann, Pastor, Second Ebenezer Church
- Heaster Wheeler, Executive Director, Detroit Branch NAACP
- Christopher Wigent, Superintendent, Wayne RESA
- Carlita Wilson, Project Manager, DMC (DISPROPORTIONATE MINORITY CONFINEMENT) Wayne County Children and Family Services
- Dwight Wilson, Save Our Children Coalition



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Black Family Development, Inc.

Statement of Activities

Year Ended December 31, 2009

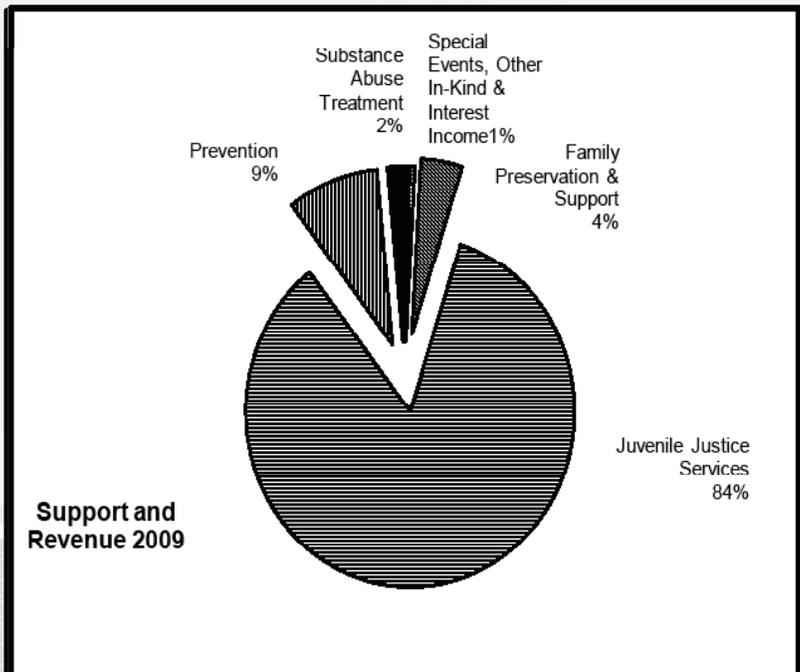
Public Support and Revenue:

Public Support

Special Events [Net of expenses]	\$	45,773
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Revenue

Interest Income	\$	4,240
Other		47,725
In-Kind Services *		131,377
Family Preservation & Support		1,063,190
Juvenile Justice Services		22,070,903
Prevention		2,341,565
Substance Abuse Treatment		395,613
Total Public Support & Revenue	\$	26,100,386



Expenses:

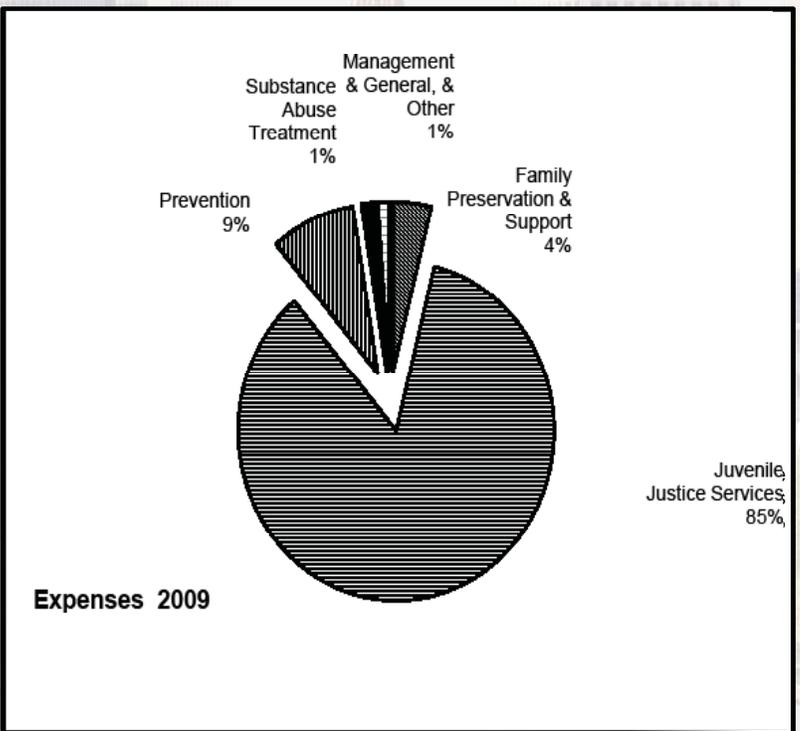
Program Services

Family Preservation & Support	1,063,190
Juvenile Justice Services	23,109,399
Prevention	2,341,565
Substance Abuse Treatment	395,613
Total	\$ 26,909,767

Supporting Services

Management & General	300,203
(Includes In-Kind) *	
Total Expenses	\$ 27,209,970

Changes In Net Assets Before Non-Recurring Item	\$ (1,109,584)
Non-Recurring Item Note 7	\$ (1,707,817)
Net Assets Beginning of Year	1,219,417
Net Assets End of Year Before Non Recurring Item	\$ 109,833
Net Assets End Of Year Including Non-Recurring Item Note 7	\$ (1,597,984)



For the year ended December 2009, the value of In-Kind Donations were as follows:

Donated Services *	\$	131,377
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Completed 2009 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 2008

Revenues

Years	Revenues [in millions]	Growth Rate From Prev Yr.
1998	\$ 2.9	30%
1999	\$ 3.2	27%
2000	\$ 6.4	103%
2001	\$ 17.9	180%
2002	\$ 23.3	30%
2003	\$ 24.2	4%
2004	\$ 22.9	-5.4%
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%

BFDI	Avg. annual growth
	1998-2009 32%

*Service Industry Norms	4%
*Counseling Agencies with 200 or less staff	

*Bureau of Labor Statistics

Client Population Base

Years	Total	Clients	Families
98	9,285	5815	3470
99	9,678	6036	3642
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

BFDI	Avg. annual growth
	1998-2009 8%

*Service Industry Norms	4%
*Counseling Agencies with 200 or less staff	

*Department of Census

Staff

Years	Total Staff	Direct	Admin.
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
2008	134	108	26
2009	111	94	17

BFDI	Avg. annual growth
	1998-2009 13%

*Service Industry Norms	4%
*Counseling Agencies with 200 or less staff	

*Bureau of Labor Statistics

Black Family Development, Inc. Gratefully Acknowledges Our Expanding Partnerships



American Federation of Teachers-Michigan
Bridgeway Services Care Management Organization
Brenda Scott Middle School
Center for Family and Youth Care Management Organization
City of Detroit Department of Human Services
City Connect Detroit
City of Detroit Department of Health and Wellness Promotion
City of Detroit Bureau of Substance Abuse, Prevention, Treatment and Recovery
City Year Detroit
Congress of Community
Communities in Schools of Detroit
Detroit Federation of Teachers
Detroit Association of Educational Office Employees
Detroit Public Schools
Detroit Parent Network
Fleming Academy
Great Start Collaborative-Wayne
Growth Works Care Management Organization
Juvenile Access and Assessment Center (JAC)
W. K. Kellogg Foundation
Kresge Foundation
Latino/Native American Community
Matrix Human Services
Michigan's Children
Osborn High School
Osborn Neighborhood Alliance
Southeast Michigan Community Alliance - (SEMCA)
Southwest Solutions
St. John Providence Health Center
Starr Vista Care Management Organization
State of Michigan Department of Human Services
State of Michigan Department of Human Services/ Michigan Youth Opportunities Initiative (MYOI)
State of Michigan Department of Community Health
The Skillman Foundation
United Way for Southeastern Michigan
University of Michigan School of Social Work, Technical Assistance Center
Wayne County Department of Children and Family Services

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Black Family Development, Inc. Staff



Alice G. Thompson
Chief Executive Officer



Kenyatta Stephens
Chief Operating Officer



Jane Fernanders
Chief Financial Officer



Pamela Alexander
Hayat Ali
Mareitta Alston, PhD.
Theresa Bass
Mary Ann Benson
Damon Booker
Manja Boyce
Xenas Bradfield
Jeffrey Brooks
Inez Brown
Kevin Bryant
Tintra Burns
JoAnn Campbell
Ann Carter
Charone Carter
Kim Carter-Hunt
Satira Collier
Shirley Dockery
Charles Dulin
Gina Foster
Rolando Foster
Michelle Gall
Brenda Gibson-Clark
Margaret Greenidge
Michelle Gregory
Aiyana Hampton
Terea Hernandez
Cheryl Herring
Stephanie Hill
Leathie Houston
Sharon Hughes
Loretha Hunter
Velda Hunter
Michelle Howard-Consultant
Brenda Ingram
Mary Jiordano
Rashida Johnson
Carolyn Jones-Hill
Marian Jones
Marquetta Jones, M.D.
Theresa Kendrick
Jason Kezelian
Renee Klarich
Wendy Lawlah
LaTavia Lewis
Qiana Lewis
Tamiko Logan
Angell Love-Jackson
Diane Mapp
LaTanya McClure
Cynthia McDaniel
Sharon McFolley
Gayle Metcalf
Evon Miller
David Mitchell
Bridgette Morris
Anqunette Mosley
Rudy Moss
Terrence Murray
Latesha Newsome
Bronson Nichols
Ilesha Odum
Gwendolyn Pean
Brandi Penland
Samantha Perry-Guinn
Faye Peterson
Shayla Pickett
Lisa Polk-Woolfolk
Vivian Porter
Tracy Purnell
Carole Quarterman-Consultant
Keisha Render
Terena Rice-Intern
Laticia Sharp
Chevonna Shawver
Ruth Shelby
Phyllis Sherlock
LaTonya Shelton, PhD.
Hernando Sierra
Stevia Simpson-Ross
Gloria Smith
Margo Smith
Maria Stanfield
Yalonda Steele
Karen Streeter
April Sutton
Lynette Swayne
Edlena Tatum
Preston Taylor
Lori Thurman
Tanya Traylor
Kali Weaver
Gwendolyn Warren-Consultant
Randall Welch
Antoine Wilcox
Akia Williams
Catrina Williams
Cynthia Williams
Ebony Williams
James Williams
Tonia Williams
Tyra Williams-Intern
Khari Wilson
Tonya Wilson
Angela Wood
Catherine Ziyad

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Black Family Development, Inc.

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Damon L. White, Treasurer

Gloria Larkins, Vice President
William Ross, Secretary

Mark Sanford, Member-at-Large

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Jason I. Malone
Kizzi Montgomery
Phyllis Golden Morey

Dee Dee McKinney Odom
Jesse Peterson
Gregory Roberts
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The Hon. Teola Hunter
Stephen Lewis

Patrick D. Lindsey
Aubrey McCutcheon, Jr.
Lisa Webb Sharpe
Bishop Edgar L. Vann, II
Phyllis Vroom, Ph.D.
Walter C. Watkins, Jr.
Madelyn Williams

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

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