

Black Family Development, Inc.



Joining Hands to Fulfill the Promise

2010 Annual Report

Black Family Development, Inc.

2995 East Grand Boulevard

Detroit, Michigan 48202

313.758.0150

www.blackfamilydevelopment.org



Black Family Development, Inc.

The Promise . . .

Our Mission and Commitment

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

On behalf of the Board of Directors and staff of Black Family Development, Inc., welcome to our Annual Meeting. We are pleased to share with you the progress and accomplishments we have made during our 2010 fiscal year. We continue to make notable and measurable strides in not only advancing Black Family Development's mission, but also in demonstrating significant progress in honoring our commitment to our consumers, partners, funders, and to you . . . our loyal supporters.

We have analyzed outcome data, and we have achieved our planned outcomes, as all program areas met or exceeded the 80% benchmark established for outcome compliance. Positive outcomes are also evident in meeting our stated commitments, as we are improving the well-being of children; helping students improve academic results; expanding positive youth development; improving support to families; building community capacity; and, achieving Promise Neighborhoods results.

We are committed to make a difference in the lives of our consumers and the neighborhoods in which they live. We marvel at the resiliency of our consumers in meeting the challenges of everyday life during these most challenging economic times. They are demonstrating a mastery of lessons learned through their experience with Black Family Development. Their life circumstances are improving, they feel more confident and empowered, and they are optimistic and hopeful that they are equipped with the knowledge and skills to meet the daily challenges and eureka's of everyday life. We are creating a culture of success, and our consumers and the community are the beneficiaries.

Black Family Development has continued to expand its community-based partnerships, and we are collaborating in strategic and innovative ways to achieve the best results for children and families. Together, we are focused on revitalizing our communities, elevating purposeful and long term community engagement, and we continue to support community wide efforts to ensure that all children have access to excellent schools, a quality education, and have the resources and support they need to be successful.

During the 2010 fiscal year, Black Family Development continued to explore new and expanded opportunities to advance the mission of the organization. The leadership of Black Family Development continues to broaden corporate responsibility through participation in major citywide initiatives, including, but not limited to: Restorative Practices; the Detroit Works Project; The Skillman Foundation's 2016 Goals and Boys of Color; Excellent Schools Detroit; and Wayne County's System of Care Initiative. As we continue with a laser type focus on advancing the mission and the strategic promises of the organization, we do so with the appropriate level and rigor of flexibility, accountability, and innovation, that is needed within the context of the environmental rhythm in which we operate.

Again, welcome to our Annual Meeting, and we appreciate your continued confidence and support in the direction and work of Black Family Development, Inc.

Joining Hands to Fulfill the Promise





Consumer Satisfaction

My name is Ms. C., and I was a consumer of Black Family Development. When I first became a consumer, I was in dire need of help, and what I call intervention.

When BFDI came out to my home, I was on my last leg with Children's Protective Services. I needed a home for me and my children, and most importantly, I needed new techniques on how to cope with being a single parent.

BFDI came in and gave me plenty of resources, a very needed shoulder to lean on, an ear to listen to my problems, and a heart that cared. The BFDI family took me in as one of their own.

Ms. Williams, Ms. Metcalf, Ms. Houston, and Ms. Ebony Williams are women that have so much love and encouragement in their hearts. These women have that motherly love that young mothers like me need, and they can be very stern at times too!!

I then became a Parent Advocate. I was trained on how to recruit for the program and locate resources. I have since become involved with my community, my children's schools, and my church.

With all this being said, BFDI is not just a corporation, it is a real family that helps families in difficult times.



Joining Hands to Fulfill the Promise

Staff Satisfaction

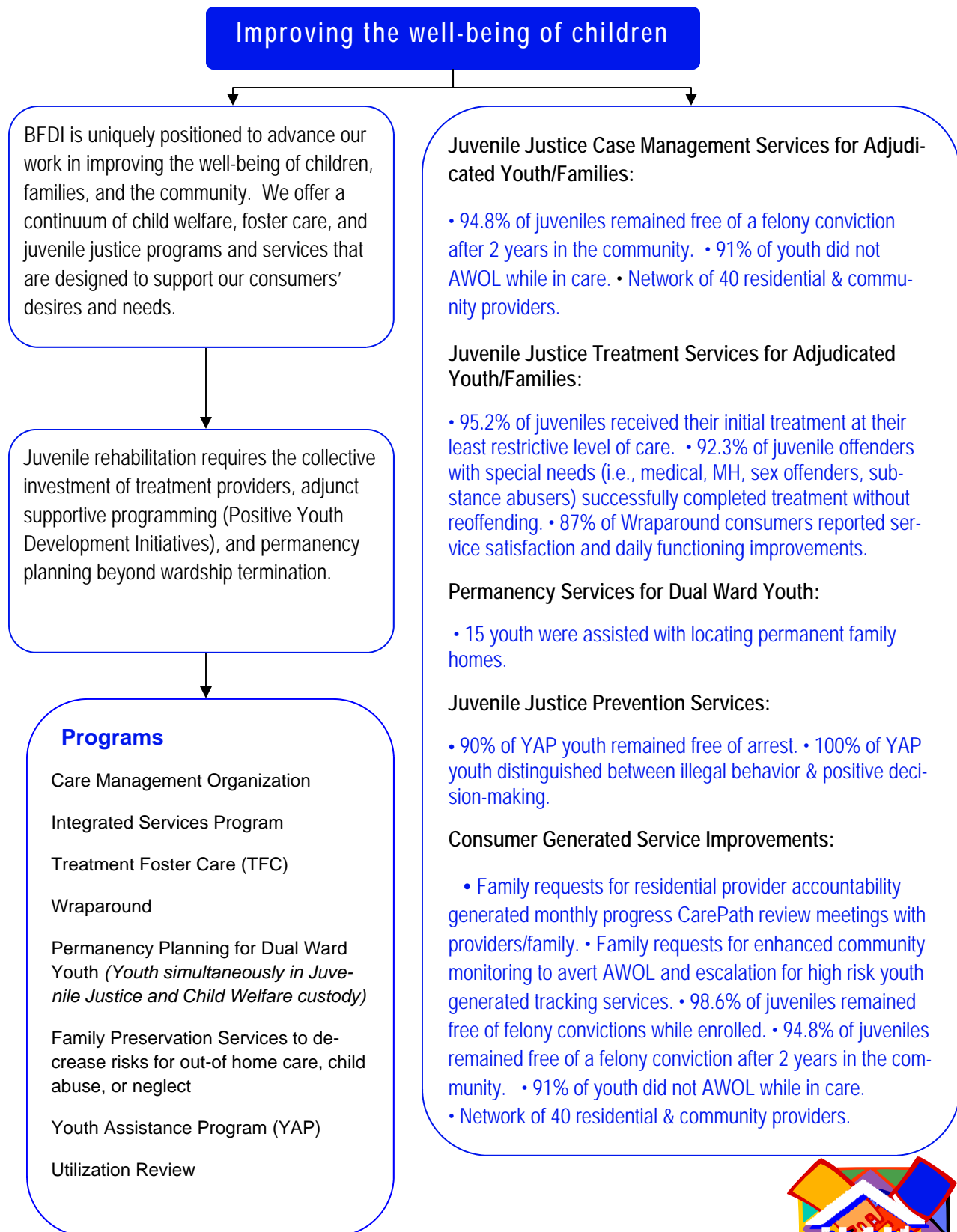
My name is Samantha Perry-Guinn. I came to Black Family Development on February 26, 2001. I am the Program Manager for Black Family Development Inc.'s Care Management Organization Integrated Services Program and Wraparound Program. It is an honor to share with you my experiences working at Black Family Development Inc. Being a part of Black Family Development has changed my life and exceeded my expectations.

Ms. Thompson and the agency leadership have provided me with numerous opportunities for professional development and growth. I was initially a Case Manager in the Care Management Organization (CMO). Throughout the years, I was given the opportunity to move on to additional positions, including Program Supervisor and Program Manager. I have also had the privilege of learning new program models and given responsibility for additional programs outside of the CMO, including ISP and Wraparound. With every step and transition, I have been provided with additional training opportunities to elevate my ability to be successful. The additional training in areas such as Cognitive Behavioral Therapy, CAFAS, Juvenile Justice, Case Management, Restorative Practices, and Wraparound has increased my effectiveness in my roles with consumers and staff. The agency's vision and confidence in me has inspired me to develop and enhance my own professional goals for the future.

On a personal level, BFDI has been a wonderful place to work. The agency employees are dedicated and compassionate, not only with persons served, but with one another. We collectively understand that this is not a job, but is instead a calling to be of service to youth and families. As a wife and mother, it is important to work for an agency that understands the importance of family. Working at BFDI has given me the opportunity and resources to care and provide for my own family, while also giving back to the community.

I am proud to be a part of Black Family Development, Inc.

2010 Logic Model Outcome Data





Improving academic results Expanding positive youth development

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.

Programs

Academic Olympics
African Centered Olympics
Aggression Replacement Training (ART)
Christmas Jam
Family Health Fair
Male and Female Youth Rites of Passage
My Healthy Body Olympics
BFDI Youth Employment Program
Back To School Community Day
Keys To Literacy
The Honorable Obama Bowl
Summer Youth Employment and Training
Training To Reign Financial Literacy

- 194 students increased their knowledge of African American history through competitive classroom, school, and city-wide competitions.
- Detroit Public Schools, and their students, participated in city-wide competition on facts related to nutritious eating, physical activity, and preventive health care screenings (dental, diabetes, blood pressure, etc).
- 84% of students completed the My Healthy Body Olympics final project, demonstrating their increased knowledge of nutrition and fitness.
- 363 community youth ages 6-18 received age and grade appropriate school supplies
- Youth have received assets, liabilities, investing, & net worth training.
- During a 6-week summer youth employment program, youth received mentoring, training on job readiness, policies and procedures, ethics and community events planning.
- 82% of youth who used the Aztec Learning Software during the 2010 Keys To Literacy program showed measurable improvement.
- Youth mastered the curriculum through the Advanced ASLES reading level and graduated from the program.

Improving support to families

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.

Programs

Families First of Michigan (FFM)
Family Connections - UWSEM
Your Essential Services (Y.E.S.)
Intake

Intake Services:

• 676 crisis intervention contacts were processed. • 2010 Emergency Phone Database recorded 442 calls processed just by BFDI managers through November. 56% were for housing; thus reflecting the current economy's impact on the shelter needs of Detroit residents.

Families First of Michigan (FFM)

• 95% of families remained intact during FFM participation. • 87% of families have reported avoiding placement three (3) months after FFM discharge.

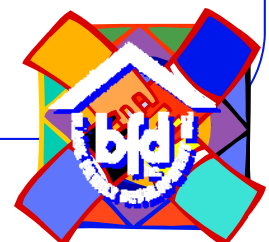
Family Preservation Care Management Organization Services: • 94% of youth did not return to residential care after discharge to their parents due to residential-home transition services received.

Family Preservation Case Mgt. Services: • Of the 285 families facing homelessness or at risk for homeless, 234 received Emergency concrete assistance with basic needs.

Mental Health Treatment Services for Adjudicated Youth/Families:

• 94% of youth served are living at home, thus not requiring out-of-home placement • 91% of discharged youth have not been charged for a new offense • 83% of the youth served were attending school/vocational training or work

Substance Abuse Treatment Services: • 100% (97 of 97) persons served in the FACE program remained arrest-free during treatment. • 99% (64 of 65) persons served in the HOPE program remained arrest-free during treatment. • 87% (53 of 61) of CMO-HOPE clients did not acquire further legal offenses during treatment. • 72% (44 of 61) persons served in the CMO HOPE program were in school. **Substance Abuse Prevention Services.** • 75% 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 prevent substance use experimentation and early use.





Building community capacity Achieving Promise Neighborhoods results

Promise Neighborhoods Vision

Community development initiatives increase community safety and citizen empowerment, while reducing community risk factors. General Services: Strengthen and preserve families by empowering and revitalizing communities. Specialized Services: Osborn/Clark Park Promise Neighborhoods (PN) educational reform and community revitalization to ensure that "all children growing up in [our PN] will have access to effective schools and strong systems of family and community support that will prepare them to attain an excellent education and successfully transition to college and career".

Promise Neighborhoods Partners — American Federation of Teachers - MI; Detroit Public Schools; Detroit Parent Network; Diplomas Now; City Connect Detroit; City Year Detroit; Congress of Communities; Communities in Schools of Detroit; Great Start Collaborative-Wayne; Latino/Native American Community; Matrix Human Services; Michigan's Children; Osborn Neighborhood Alliance; Southwest Solutions; St. John Providence Health Center; The Skillman Foundation; United Way for Southeastern Michigan; University of Michigan School of Social Work, Technical Assistance Center; Youthville Detroit.

Community Development Initiatives increase community safety and citizen empowerment, while reducing community risk factors. General Services: Strengthen and preserve families by empowering and revitalizing communities. Specialized Services: Osborn/Clark Park Promise Neighborhood (PN) educational reform and community revitalization to ensure that "all children growing up in [our PN] will have access to effective schools and strong systems of family and community support that will prepare them to attain an excellent education and successfully transition to college and career". We are also focused on achieving the community goals:

Osborn Community Goal: "Families will have all the support and resources they need to make their children successful in life." **Southwest Detroit Community Goal:** "To provide youth with positive development opportunities in their homes and schools."

Osborn Networking for Change

- 130 residents signed a Commitment Statement to establish a block club (over 1500 cumulatively).
- 69 new block clubs/presidents identified (this program year and 295 cumulatively)
- 41 residents were trained in grant writing to support their block club (158 cumulatively).
- 200+ trained on Food & Fitness
- 200+ trained on DTE Support
- 200+ trained on Health & Wellness Education
- 30+ trained in Community Policing & Safety
- 200+ trained on Skillman 2016 Goals
- An additional 596 residents trained on block club leadership strategies in 2010 (1,738 cumulative).
- 40 Osborn community block club meetings were held in 2010 (71 cumulatively).

- Over 150 Block Club Starter Kits distributed to block club presidents/residents.
- 250 residents were recruited by MAN Network and approximately 30 members were trained in community policing.
- Clark Park resident/President of the Southwest Congress of Communities attended the Promise Neighborhoods Institute training with BFDI Administration in Washington, DC in December.
- Youth have received assets, liabilities, investing, & net worth training.
- During a 6-week Summer Youth Employment Program, youth received mentoring, job readiness, policies and procedures, ethics and community events planning and training.

2010 Activities

Overrepresentation of Children of Color
in Michigan's Child Welfare System:
How You Can Make A Difference

Conference Sponsors



A Dinner Tribute
Honoring
Roderick Gillum
in concert with the
Soweto Gospel Choir



Photo Credit: Jay Town



2010 African Centered Olympics



Back to School Community Day





Osborn Networking for Change Community Celebrations



2010 Presidents' Dinner & Dr. Gerald K. Smith Humanitarian Award Presentations



Black Family Development, Inc.

Statement of Activities

Black Family Development, Inc.

Statement of Activities

Year Ended December 31, 2010

Public Support and Revenue:

Public Support

Special Events \$ 46,343
[Net of expenses]

Revenue

Interest Income \$ 268
Other 48,520
In-Kind Services * 131,377
Family Preservation & Support 2,294,449
Juvenile Justice Services 17,875,495
Prevention 1,769,957
Substance Abuse Treatment 332,530

Total Public Support & Revenue \$ 22,298,939

Expenses:

Program Services

Family Preservation & Support 1,150,450
Juvenile Justice Services 16,968,841
Prevention 1,769,957
Substance Abuse Treatment 332,530

Total \$ 20,241,778

Supporting Services

Management & General 127,755
(Includes In-Kind) *

Total Expenses \$ 20,369,533

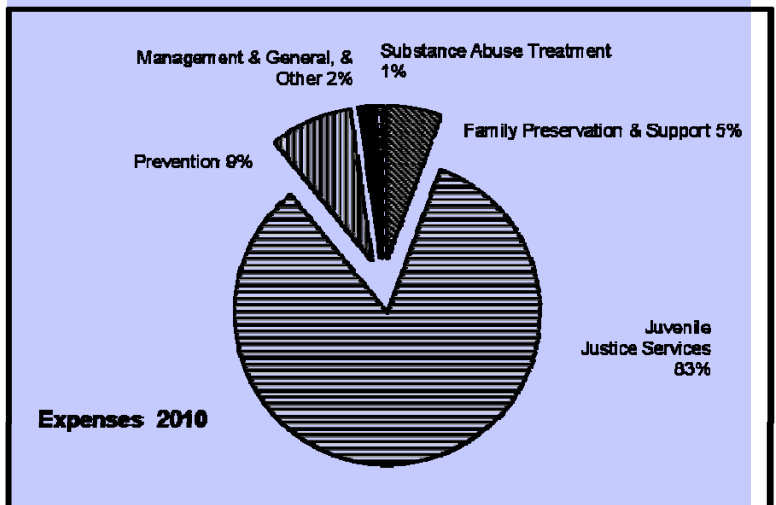
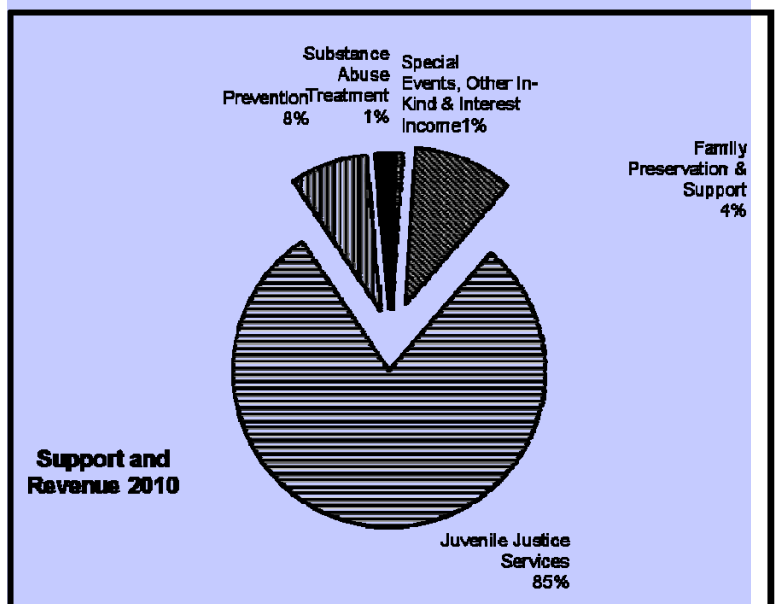
Changes in Net Assets \$ 1,929,406

Net Assets Beginning of Year (1,597,984)

Net Assets End of Year \$ 331,422

For the year ended December 2010, the value of In-Kind Donations were as follows:

Donated Services * \$ 131,377



Completed 2010 Financial Statements Were Audited By:
Gregory Terrell & Company - Certified Public Accountants
535 Griswold - Suite 2000
Detroit MI 48226



Joining Hands to Fulfill the Promise

Black Family Development, Inc.

Statement of Activites - Growth Indicators Years 2001-2010

Revenues

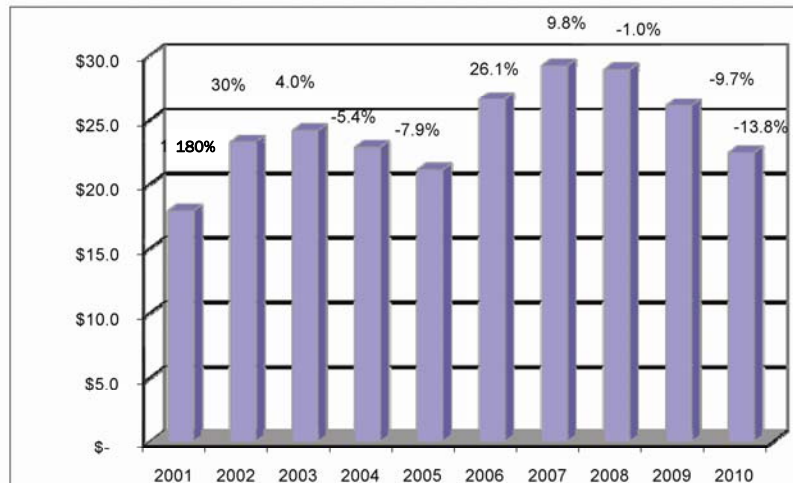
Years	Revenues [in millions]	Growth Rate From Prev Yr.
2001	\$ 17.9	180%
2002	\$ 23.3	30%
2003	\$ 24.2	4%
2004	\$ 22.9	-5.4%
2005	\$ 21.1	-7.9%
2006	\$ 26.6	26.1%
2007	\$ 29.2	9.8%
2008	\$ 28.9	-1.0%
2009	\$ 26.1	-9.7%
2010	\$ 22.5	-13.8%

BFDI	Avg. annual growth
	2001-2010 21%

*Service Industry Norms 4%

*Counseling Agencies with 200 or less staff

*Bureau of Labor Statistics



Client Population Base

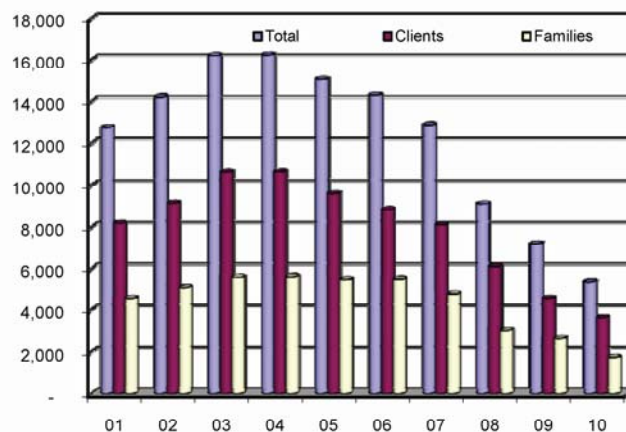
Years	Total	Clients	Families
01	12,736	8180	4556
02	14,202	9125	5078
03	16,195	10633	5562
04	16,233	10644	5589
05	15,035	9580	5456
06	14,293	8813	5480
07	12,873	8108	4765
08	9,071	6081	2990
09	7,193	4561	2632
10	5,346	3601	1745

BFDI	Avg. annual growth
	2001-2010 8%

*Service Industry Norms 4%

*Counseling Agencies with 200 or less staff

*Department of Census



Staff

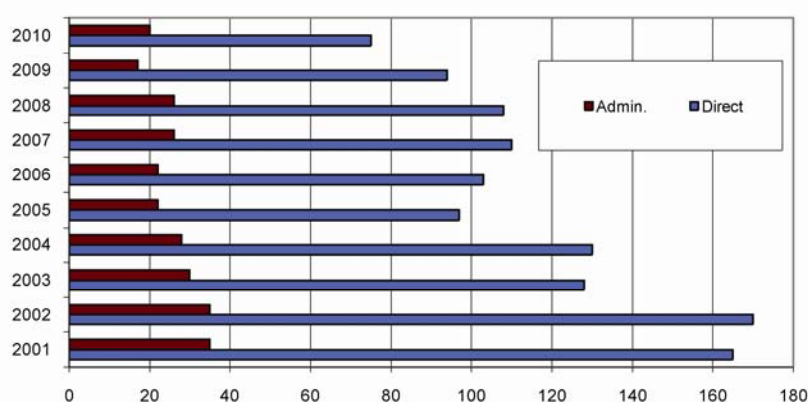
Years	Total Staff	Direct	Admin.
2001	200	165	35
2002	205	170	35
2003	158	128	30
2004	158	130	28
2005	119	97	22
2006	125	103	22
2007	136	110	26
2008	134	108	26
2009	111	94	17
2010	95	75	20

BFDI	Avg. annual growth
	2001-2010 8%

*Service Industry Norms 4%

*Counseling Agencies with 200 or less staff

*Bureau of Labor Statistics



Joining Hands to Fulfill the Promise



Black Family Development, Inc.

Gratefully Acknowledges our Partnerships

American Federation of Teachers-Michigan
Bridgeway Services Care Management Organization
Brenda Scott Academy for Theatre Arts
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 Communities
Communities in Schools of Detroit
Detroit Federation of Teachers
Detroit Association of Educational Office Employees
Detroit Public Schools
Detroit Parent Network
Don Bosco
Great Start Collaborative-Wayne
Growth Works Care Management Organization
Juvenile Access and Assessment Center (JAC)
W. K. Kellogg Foundation
Latino/Native American Community
MAN Network
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
Youthville Detroit



Joining Hands to Fulfill the Promise



Black Family Development, Inc. Staff



Alice G. Thompson
Chief Executive Officer



Kenyatta Stephens
Chief Operating Officer



Jane Fernanders
Chief Financial Officer

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Mareitta Alston-Williams, Ph.D.
Theresa Bass
Damon Booker
Manja Boyce
Xenas Bradfield
Jeffrey Brooks
Inez Brown
Kevin Bryant
Tinetra Burns
JoAnn Campbell
Charone Carter
Kim Carter-Hunt
Satira Collier
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Charles Dulin
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Margaret Greenidge
Aiyana Hampton
Yvette Harris
Terea Hernandez
Stephanie Hill
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Velda Hunter
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Marquetta Jones, M.D.
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Anquinette Mosley
Rudy Moss
Terrence Murray
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Bronson Nichols
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Faye Peterson
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Ruth Shelby
Phyllis Sherlock
Hernando Sierra
Stevia Simpson-Ross
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Margo Smith
Maria Stanfield
Yalonda Steele
Karen Streeter
April Sutton
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Preston Taylor
Lori Thurman
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Mark Washington
Kali Weaver
Randall Welch
Antoine Wilcox
Catrina Williams
Cynthia Williams
Ebony Williams
James Williams
Khari Wilson
Tonya Wilson
Angela Wood

CONSULTANTS

Michelle Howard
Lynda Jackson
Carole Quarterman

INTERNS

Diane Ramsey
William Brown



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Mark Sanford, Member-at-Large

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Kenyatta Stephens, Chief Operating Officer

Jane Fernanders, Chief Financial Officer



Joining Hands to Fulfill the Promise