



Black Family Development, Inc.

MAKING A DIFFERENCE

2012 Annual Report





Mission

“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

It is our pleasure to welcome you to Black Family Development, Inc.'s (BFDI) 2012 Annual Meeting, as we share the outcomes, results, accomplishments, and impact of our work in advancing the mission of BFDI. We are making a difference. The year 2012 began and ended with tremendous gratification, enthusiasm, optimism, and excitement about the work already accomplished and the work still to be accomplished.

We were gratified by the continued confidence and support of our consumers and funders. We began the year with enthusiasm about our expanded, innovative program models, and our expanded service options for consumers. Both the staff team and community partners were optimistic about the opportunity to scale up our community revitalization work within the context of the Promise Neighborhoods Planning Year, and the activities of the Detroit Works Project, now known as Detroit Future City framework. Broad-base revitalization is evident across the city . . . and, in particular, in the schools and neighborhoods in which Black Family Development's and its community partners' footprints are evident. We are making a difference, and we are doing it together.

In the midst of our excitement, shrinking resources and greater demands, we fully realized that 2012 would be a demanding year. We experienced numerous external audits from our funding sources, and exceeded contractual standards with each audit . . . achieving scores of 100% compliance on several audits, and other scores that ranged in the ninety percentile. Also, as evident by our internal evaluation, all program outcomes met or exceeded contractual standards and our own internal quality standards.

In spite of the demands on staff to achieve above average performance on all contractual and program measures, staff satisfaction was consistently recorded as ninety percent and above. We were also pleased and equally as impressed with the results of our consumer satisfaction outcomes, which averaged 98% across all programs.

As we reflected on our accomplishments, we were mindful of our many lessons learned. Our analysis of lessons learned has positioned the leadership to build ongoing capacity within key components of the organization, and across our diverse external partner groups. Our successes were many and our impact was conspicuously measurable.

We must give credit to the vision of the Board of Directors, the boldness of the leadership team, the talent of our staff team, the resiliency of our consumers, and the efficiency of operations in every sector of the organization for the phenomenal outcomes achieved in 2012.

Again, welcome to Black Family Development, Inc.'s Annual Meeting. We are making a difference, and we are doing it together.



Dee Dee McKinney Odom
Board President



Alice G. Thompson
Chief Executive Officer

Community Champion

Award Recipient

Great Start Collaborative - Wayne



Great Start Collaborative-Wayne is a non-profit organization comprised of over 60 community organizations and individuals whose mission is to “engage the entire community to assure a coordinated system of services and resources are available to assist Wayne County families in provid-

ing a great start for their children from prenatal through age eight.” There are five components to Great Start Collaborative - Wayne, which include:

- Basic Needs & Family Support - Families of infants and children are economically stable. Infants and young children live in safe families.
- Early Care & Education - Children are ready to succeed in school and in life.
- Parenting Leadership - Families support and guide the early learning of their infants and young children.
- Pediatric & Family Health - Infants, young children and their families are physically healthy.
- Social-Emotional Health - Infants, young children and their families are socially and emotionally healthy.

Along with the support and assistance from several agencies, institutions, and organizations, Great Start Collaborative - Wayne recently published “How are the Children?”; a report on the well-being of Wayne County’s young children and their families. The overview of this publication reveals the origin for the title. A common greeting among Masai warriors in Africa is ‘Kasaserian Ingera’, which means “How are the children?” The traditional Masai response is “All of the children are well”, meaning “Peace and

INFLUENCE OF THE FAMILY (continued)

the supply of affordable housing options thus eroding the purchasing power of families even more and forcing them to make choices about housing and in many cases... food. Currently, families with children comprise approximately one third (33.4%) of the homeless population in Detroit and the choices and supports available to them are very limited.

The primary needs of the family must be addressed to create pathways out of poverty for children. This includes developing and supporting programs that increase family stability, foster quality jobs, careers and entrepreneurship, and promote achievement and financial independence. We should also support strategies that increase income, assets, and aspirations of vulnerable children and their families and reduce disparities based on class, gender and race... and gives them... and an opportunity to be productive citizens of our community.

Unemployment benefits were reduced from 26 weeks to 20 weeks.

ACTION STEPS FOR KIDS and their families

- 1 Eliminate the time limits on cash assistance to families with minor children
- 2 Eliminate asset tests for food assistance
- 3 Reinststate the full Earned Income Tax Credit (EITC)
- 4 Increase the minimum wage
- 5 Advocate for all employees to have at least 5 days of leave
- 6 Provide subsidized child care and health insurance
- 7 Increase the availability of low income and/or supportive housing
- 8 Help families establish Individual Development Accounts (IDAs) and/or Kids Savings Accounts
- 9 Create microfinance and mortgage assistance programs

Great Start Collaborative-Wayne | How are the Children? | 17



safety prevails, and the priorities of protecting the young and powerless are in place.” Great Start Collaborative-Wayne chose “How are the Children?” as the title for these reports because it embodies its vision, “A Great Start for every child in Wayne County: safe, healthy and ready to succeed in school and life”. Since the organization’s begining in 2006, the Great Start Collaborative-Wayne has undertaken projects and initiatives that create awareness, education, and present strategies to the Wayne County community to advocate for all of its children, with emphasis on those “who are not well, and who deserve better”.

Community Champion Award Recipient

Mayor's Task Force for the Well-Being of Children and Families



In 1963, Jerome P. Cavanagh created the Mayor's Task Force on Child Abuse and formed the Child Abuse Department of the Detroit Health Department responsible for facilitating greater coordination among public and private agencies toward the goal of more effective prevention of child abuse and neglect. Every Mayor since Cavanagh supported the mission and the work of the Mayor's Task Force and appointed Chairpersons to the Task Force. With Detroit's Health Department staff and a commitment from city administration, The Mayor's Task Force sought grants and did fundraising to support its coordination, education and advocacy efforts. In 1982, the State of Michigan Children's Trust Fund (CTF) legislation (for which Detroit served as a model due

to its historical work) created the first consistent prevention funding stream for the Task Force based on seeking federal grants and earmarking funds from Child Abuse Prevention license plates.

The Mayor's Task Force for the Well-Being of Children and Families has consistently focused on education and advocacy efforts in five areas:

- 1. Parents**
- 2. Annual Needs Assessment**
- 3. Outreach and Engagement Strategies**
- 4. Education and Support Activities**
- 5. Audiovisual and Written Material**



In 2012, the Mayor's Task Force merged with the Maternal Child Health Advisory Board, becoming The Mayor's Task Force for the Well-Being of Children and Families. The Task Force provides outreach, educational materials and other resources to help parents, human service workers and the broader community actively work to prevent child abuse and neglect.



Services & 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 skills training; health referrals and linkages; case management services; therapeutic group; therapeutic counseling; referrals for psychiatric consultations and/or evaluations; and classroom intervention. **Lead Youth Advocate:** The Lead Youth Advocate is charged with engaging other youth, promoting youth involvement at the community level, participating in system of care activities and educating stakeholders through their work.

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 services; 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 skills 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 services; 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.

JUVENILE JUSTICE SERVICES

Juvenile Justice Case Management Services for Adjudicated Youth/Families:

- 99.71% of juveniles remained free of felony convictions while enrolled
- 73.63% of youth did not AWOL while in care
- 88.3% of juveniles remained free of a felony conviction after 2 years in the community

Juvenile Justice Treatment Services for Adjudicated Youth/Families:

- 96% of Wraparound consumers reported service satisfaction and daily functioning improvements
- 98% of newly placed ISP youth began treatment within 21 days of acceptance
- 92% of youth served in Wraparound participated in community resources like CMH
- 83.87% 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:

- 100% of youth were helped to locate family / fictive kin willing to provide support, including adoption; 84% (11/13) completed, or worked toward completing, Permanency Plan with family/support

Juvenile Justice Prevention Services:

- 96% of participated youth have remained free of the juvenile justice system

MENTAL HEALTH SERVICES

Mental Health Treatment Services for Adjudicated Youth/Families:

- 98% of the youth served were attending school/ vocational training or work at discharge
- 85% of discharged youth have not been charged for a new offense
- 127 Child & Adolescent Functional Assessment Scales (CAFAS) completed

On average, in just one quarter of intervention, BFDI's juvenile justice consumers moved from a level of functioning recommended for intensive outpatient treatment, toward a level of functioning manageable with outpatient intervention.

- 17% of BFDI's tested consumers tested as Pervasively Behaviorally Impaired. Of those 21 youth who were identified as being Pervasively Behaviorally Impaired (PBI) at Initial Assessment, 16 out of 21 (76%) no longer meet PBI criteria after BFDI intervention.



SUBSTANCE ABUSE SERVICES

- 85 FACE substance abuse groups occurred
- 60% of FACE clients completed at least 20 units of service
- 51% of persons served in the HOPE program were enrolled in job training, in school, or employed during treatment
- 85% of persons served in the HOPE program remained arrest-free during treatment

Substance Abuse Prevention Services:

- 216 Substance Abuse prevention sessions were provided to ACCESS' Earn and Learn participants
- On average, customers improved from their baseline (pre-test) knowledge by 41% at post-test
- As a result of prevention education, the number of participants who tested negative for the use of substance increased based upon baseline vs. discharge analysis by an outside evaluator

FAMILY PRESERVATION

- 96% of families remained intact during FFM participation
- 87% of families have reported avoiding placement three (3) months after FFM discharge

Family Preservation CMO Services:

- 90% of youth averted return to residential care after discharge to their parents due to CMOFP residential-home transition services received
- 96% of parents of CMO youth in residential placement reported reduced due to lack of resources, isolation and unmitigated family stress

Family Preservation Case Mgt. Services:

- Of the 117 families facing homelessness or at risk of being homeless, 100% received Emergency assistance with basic needs
- 83% of FAST participants increased parent-school involvement

Intake Services:

- Responded to 324 urgent/crisis requests for assistance
- 2012 Emergency Phone Database recorded 446 calls processed by Intake through December; 59.8% were for housing, reflecting the economy's impact on shelter needs of Detroit residents





Restorative Practices



Restorative Practices (RP) is an evidence-based program model/practice for conflict resolution; building, repairing and strengthening relationships; and developing problem-solving skills. It is also a training program to teach individuals, community members, schools and organizations the approaches of Restorative Practices. **Black Family Development is an affiliate of the International Institute for Restorative Practices, an accredited graduate school in Bethlehem, Pennsylvania. BFDI staff have been licensed by the Institute for Restorative Practices as professional development instructors for Restorative Practices training.**



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

In 2012, 1,175 participants received training from Black Family Development, Inc. as an affiliate member of the International Institute for Restorative Practices. Of this 1,175:

- **611 participated in the Introduction to RP**
- **608 participated in Using Circles Effectively**
- **14 received training on Family Engagement & Empowerment and Restorative Conference**

Those participants who have received training and are implementing Restorative Practices have shared these comments when asked:

- **What impact have you observed with the youth population?**
 - ~ More group participation, less disruptive behavior
 - ~ Youth are somewhat more likely to think through the consequences of negative behavior and to identify parties affected other than the victim
 - ~ Decrease in verbal altercations/zero physical altercations
 - ~ Provided staff & clients an organized way of resolving problems and to include everyone in the environment

Black Family Development, Inc. works collaboratively with Steering Committee partners, including: Don Bosco Hall; Detroit Parent Network; Osborn Neighborhood Alliance; The Skillman Foundation; Detroit Police Department; Detroit Public Schools In-School Police and receives funding from a Skillman Foundation Grant.

Staff Satisfaction

David A. Mitchell



I understand that down through the years, I have not come this far by myself. All of us have had some help from on high and I am so thankful. Thank you Ms. Alice G. Thompson, CEO of Black Family Development, Inc. (BFDI), the administrative staff, supervisors, support staff and the Black Family Development Family. I thank Mrs. Thompson for giving me this honor and distinguished pleasure, as well as the opportunity to share in a few words my experiences at BFDI and working under her leadership since July 29, 1996. As all of you know, Mrs. Thompson and the Agency are known from the Eastside to the West Side, and from the North Side to the South Side. BFDI is acknowledged as one of the most effective, innovative and well managed organizations in the City of Detroit, and I am proud to say that I played a little part in some of that over the years.

About 17 years ago, at an employee orientation, I remember saying that I was going to work until I retired from BFDI, and that I wanted to be a motivational and inspirational speaker. Dreams do come true. Yes, down through the years, I also remember the times that I fussed, and cried at the late hours, the long days and long nights, the weekends, the holidays, and various other functions that were part of my responsibility. I grew to know and appreciate that BFDI employees don't have an "that'll do attitude". We are an agency of faith, with a staff that exhibits extraordinary gifts and talents.

I am proud to have worked to improve outcomes for children, families and the community; to have worked to improve the well-being for children; helped to build community capacity; helped to expand positive youth development opportunities; and helped to develop partnerships and relationships throughout the Osborn Community and other communities in the City of Detroit.

Down through almost 20 years, Mrs. Thompson has served as my mentor. She uses a term "coaching", and I have had some "coaching moments". She would say something like, "David, I'm saying this in love; let me offer you a little coaching." I did not always agree with her in the beginning, but here is the beauty of it all.... in the end she was right. She was providing the growth and development that I needed to succeed in life. Ms. Kenyatta Stephens and Stevia Simpson-Ross also served as my supervisors and mentors. As I move into the next chapters of my life as a part time consultant, thank you Coach Thompson for the National Academy for African-Centered Social Work (2003-2004) and all that you have done for me down through the years. I will always love you. God bless you all. Thank you!

Black Family Development, Inc.

Annual Meeting

Charles H. Wright Museum of African American History

June 5, 2013

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 Dee Dee McKinney Odom, President
BFDI Board of Directors

Community Champion Awards Alice G. Thompson

Presented To:

**Great Start Collaborative – Wayne
Mayor’s Task Force for the Well-Being of Children and Families**

Consumer Remarks Kenyatta Stephens

Staff Remarks David Mitchell

Staff Recognition Alice G. Thompson
Kenyatta Stephens

Closing Remarks Alice G. Thompson

Benediction/Apostolic Blessings Jane Fernanders, CFO
Black Family Development, Inc.



P LANNING Y EAR P ROJECT S UMMARY

Black Family Development, Inc. has successfully fulfilled its Promise Neighborhoods Planning goals. While planning began in 2011, Detroit's Clark Park and Osborn Promise Neighborhoods schools and collaborating partner organizations worked together to execute the awarded 2012 US Dept of Education PN planning grant proposal. Community residents, Detroit schools, foundations, provider agencies, and the LEA have collectively executed targeted actions to accomplish the US Department of Education's five (5) planning grant expectations. In summary, they include:

Planning Grant Task 1: Needs Assessment/Segmentation Analysis

- Collected data from 14 sources on student's school performance, safety, health, economic criteria, and neighborhood parent input.
- Data Driven Detroit and Child Trends completed Needs Assessment and Segmentation

Planning Grant Task 2: Plan To Deliver A Continuum of Solutions

- Hired Project Director, Dr. Blandina Rose, neighborhood liaisons, and DPS Data Clerk
- 12-months of participation by PN school Principals on Education Work Group, and PN Orientation (Washington, D.C. March 2012)
- LEA's Director of Evaluation engaged Data Work Group, approved IRB application for Needs Assessment surveys, and provided baseline student-level data

Ongoing Community Engagement And Resident Involvement

- Routine resident meetings and resident participation on PN Work Groups

Planning Grant Task 3: Establish Effective Partnerships

- Solidified commitments, roles, and In-kind services from over 30 MOU partners and providers
- Capacity-building on evidence-based models for Pipeline Providers

Planning Grant Task 4: Plan a Longitudinal Data System

- 1 year due diligence to select Social Solutions data vendor; 3 staff trained on database
- Strategized with Wayne State University to utilize technology, urban planning, and other students to aid Pipeline providers with IT capacity-building and service delivery during PN Implementation
- Partnered with United Way for Kindergarten readiness data, using the EDI

Planning Grant Task 5: Participation in a Community of Practice

- Executed Community of Practice MOU to plan Implementation & scale-up
- Established processes based upon lessons learned:
 - a) Resident-voice must drive community revitalization;
 - b) Cultural competence must be embedded before a shared Theory of Action is embraced by residents/providers.

Detroit's Clark Park/Osborn
Promise Neighborhoods Vision

"All children in the Detroit Osborn/Clark Park 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."



BFDI's/Detroit Promise Neighborhoods continued involvement in the national Promise Neighborhoods Institute (PNI) [which began in 2011] ensured Detroit remained abreast of contemporary PN designs, expected deliverables, and other federal initiatives impacting PN planning, and preparations for Implementation. Detroit's PN activities detailed below remained on target with the US Department of Education's mission due to BFDI's/Detroit's active PNI participation since its 2011 inception.

Activities:

W. K. Kellogg funding was critical to executing numerous planning year objectives for Detroit. Objective deliverables are summarized below:

- Continued to convene a cadre of working specialty committees that have moved their distinct segments of the comprehensive planning process. Monthly and quarterly meetings of the following work groups executed provider pipeline development and consensus building, overall project governance, school-based partnerships with Principals, and data management capacity-building. The committees, and some of their planning year deliverables, are below:

Advisory Board	<ul style="list-style-type: none"> • Finalized PN Governance structure with representation from both neighborhoods and elected officials
Data Committee	<ul style="list-style-type: none"> • Finalized Social Solutions' ETO software as the PN longitudinal database • Finalized youth and parent survey to conduct needs assessment • Finalized 15 common student/family data elements to be collected by all PN providers for data uniformity • Released the Master Data Sharing Agreement
Family/Community Support Committee	<ul style="list-style-type: none"> • Finalized 34 Pipeline providers committed to create family "safety nets" in partnership with the seven (7) PN schools and Principals • From the 29 provider agencies <u>currently</u> able to fulfill US Dept of Ed provider requirements, received written commitments for \$18,456,406 worth of in-kind resources to leverage with federal and private funding in anticipation of receiving the January 1, 2013 US Dept of Ed Implementation dollars.
Education Committee	<ul style="list-style-type: none"> • Organized Principals and administrative staff of the seven (7) PN schools to design how students would have access to resources and programming available through Pipeline Providers. • Engaged parent groups to shape PN planning. • Discussed available student data to track improvements in attendance and academic proficiency resulting from PN participation.
Early Childhood Committee	<ul style="list-style-type: none"> • Convened city-wide early childhood education providers to determine how PN may fit into advancing their missions • Determined shared data available for Detroit to assess family/youth needs in the early childhood arena • Began establishing common age-appropriate developmental milestones that all PN early childhood providers would agree to achieve and measure to determine PN efficacy

BLACK FAMILY DEVELOPMENT, INC. CONTINUUM OF CARE
2012 LOGIC MODEL OF ACHIEVED OUTCOMES

**POSITIVE YOUTH AND
COMMUNITY ENGAGEMENT**

- Detroit successfully fulfilled 2012 Promise Neighborhoods Planning Year funding objectives.
- 500 parents participated in an August 28th Parent Rally highlighting parents as their child's primary teacher and advocate.
- BFDI collaborated with 40 non-profits, faith-based leaders, law enforcement personnel, and business leaders in the 2012 Osborn area Street Outreach Project to engage youth in violence prevention strategies.
- Over 50 students were assisted with FAFSA completion and college readiness training hosted by BFDI, the Osborn High School complex, and the Local College Access Network formed by BFDI and its partners.
- BFDI facilitated key components of the MI Association of Black Social Workers conference, including a "Positive Youth Development" session.
- 1175 persons were trained in the International Institute of Restorative Practices model; 326% above contractual expectations.
- 89 Osborn and 118 Cody residents signed a Commitment Statement to establish a block club.
- 1,450 (duplicated count) Osborn, and 118 Cody residents were provided with a variety of Leadership Trainings in 2012 (6,952 cumulatively in Osborn; 226 in Cody).

Additional Cumulative Outcomes:

- Number of African Centered Olympics participants: 851 (cumulatively)
- Number of Family Health Fair/Education participants: 1678 (cumulatively)
- Number of Healthy Body participants: 328 (cumulatively)
- Since 2009, 200 youth have received assets, liabilities, investing, & net worth training
- Support groups
- Case Management

SPECIALIZED SERVICES

- Clark Park/Osborn 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".
- Remembering and understanding African American Heritage and ancestors through positive youth development activities.
- Small group and community-wide nutrition and fitness based education, which included teaching on how to read and understand food labels, the body's dependence upon water and daily water intake, how to decrease daily fat consumption, defining energy-dense foods, and health screenings.
- Work experience, career training, and professional mentoring for underserved Detroit youth.
- A Community Day program for children, youth, and families in a resource-poor community where the basic supplies to be ready for school are lacking.
- A reading methodology to improve youth's reading comprehension using diagnostic testing, pre-and post-testing at each internet-based, interactive, reading level.
- Targeted collaboration with Osborn and Cody Rouge community residents & block club residents to foster organized communication and policing efforts through Block Club development.
- Financial literacy education to equip youth for adulthood and wise financial decision-making beginning in adolescence.



2012 Annual Presidents' Dinner



Celebrating “Education . . . a Matter of Building Bridges” was the theme of Black Family Development, Inc.’s 2012 Annual Presidents’ Dinner and Dr. Gerald K. Smith Humanitarian Award presentations. In keeping with the commitment and values of Dr. Smith, this 2012 event was a salute to education and youth development.

Recipients of the Dr. Gerald K. Smith Humanitarian Award were selected because of their tremendous

contributions in advancing improved educational opportunities and outcomes for children and adolescents in the Detroit region. Honored were: Ralph C. Bland, Superintendent, Detroit Edison Public School Academy; Carol Goss, President/CEO, The Skillman Foundation; Gerlma Johnson, Principal, Earhart Elementary/Middle School; Carl J. Latona, General Partner, CjL Strategies LLC; Johnathon Matthews, Principal, Cody Academy of Public Leadership; and Veneda Fox Sanders, Principal, Hope Academy. In addition to the Humanitarian Awards, three (3) students were provided with the Dr. Gerald K. Smith Scholarship Award: Elizabeth Morales, University of Michigan Student; Stephan Quicksey, Osborn High School Senior; and Terry Wallace, Cody High School Senior.

Sponsors included:
 Ford Motor Company
 Fund; Hudson Property
 Group, LLC; Blue
 Cross Blue Shield of
 Michigan; Comerica
 Bank; Clark Hill
 PLC; DTE Energy;
 Jane Fernanders;
 Fifth Third Bank;
 McLaren Macomb;
 MGM Grand Detroit;
 Pepsi Bottling Group;
 St. John Providence



Health System; Gregory Terrell and Company; Alice G. Thompson; Education Achievement Authority of Michigan; Hope Academy; Juvenile Assessment Center; New Detroit, Inc.; Straight Gate International Church; The Skillman Foundation; and Wayne State University School of Social Work.

Black Family Development, Inc.

Consolidated Statement of Activities
Year Ended December 31, 2012

Public Support and Revenue:

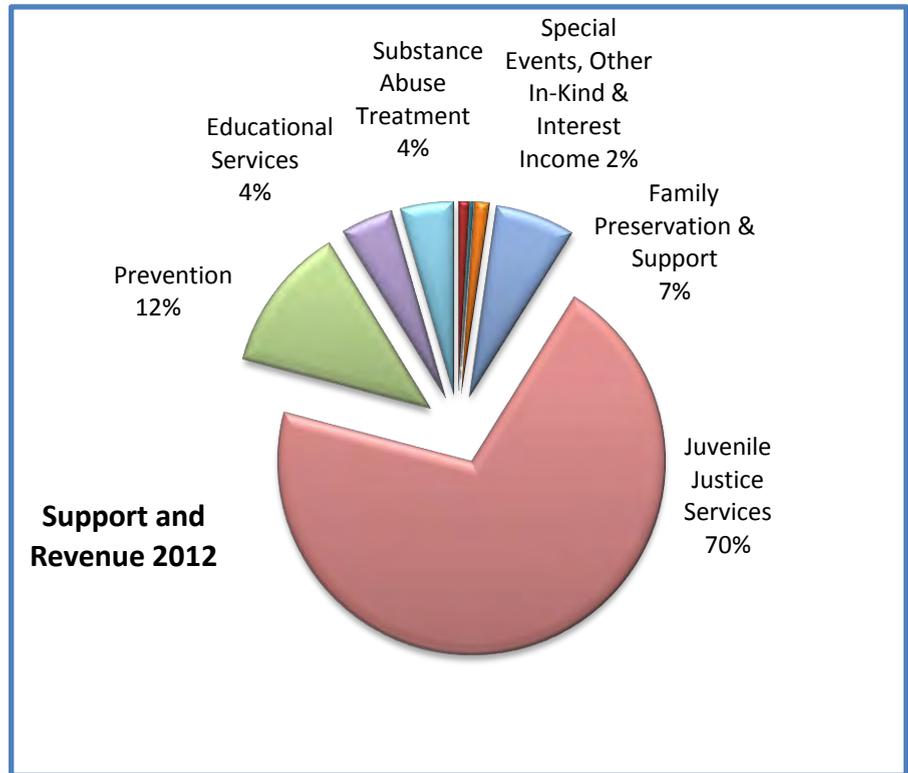
Public Support

Special Events [Net of expenses]	\$ 142,937
-------------------------------------	------------

Revenue

Interest Income	\$ 183
Other	45,799
In-Kind Services *	225,004
Family Preservation & Support	1,239,122
Juvenile Justice Services	13,094,362
Prevention	2,270,372
Substance Abuse Treatment	802,352
Educational Services	824,940

Total Public Support & Revenue \$ 18,645,071



Expenses:

Program Services

Family Preservation & Support	1,019,708
Juvenile Justice Services	13,094,362
Prevention	2,270,372
Substance Abuse Treatment	802,352
Educational Services	824,940

Total \$ 18,011,734

Supporting Services

Management & General	552,890
----------------------	---------

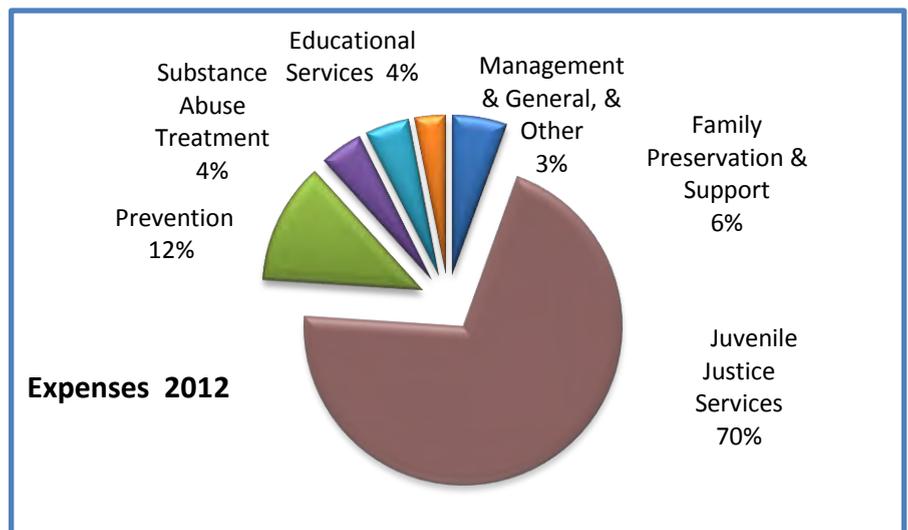
(Includes In-Kind) *

Total Expenses \$ 18,564,624

Changes In Net Assets \$ 80,447

Net Assets Beginning of Year 579,264

Net Assets End of Year \$ 659,711



For the year ended December 2012, the

value of In-Kind Donations were as follows:

Donated Services * \$ 225,004

Completed 2012 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 2001 through 2012

Revenue

Year	Revenue <i>[in millions]</i>	Growth Rate From Previous Yr.
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%
2012	\$ 18.6	-0.5%

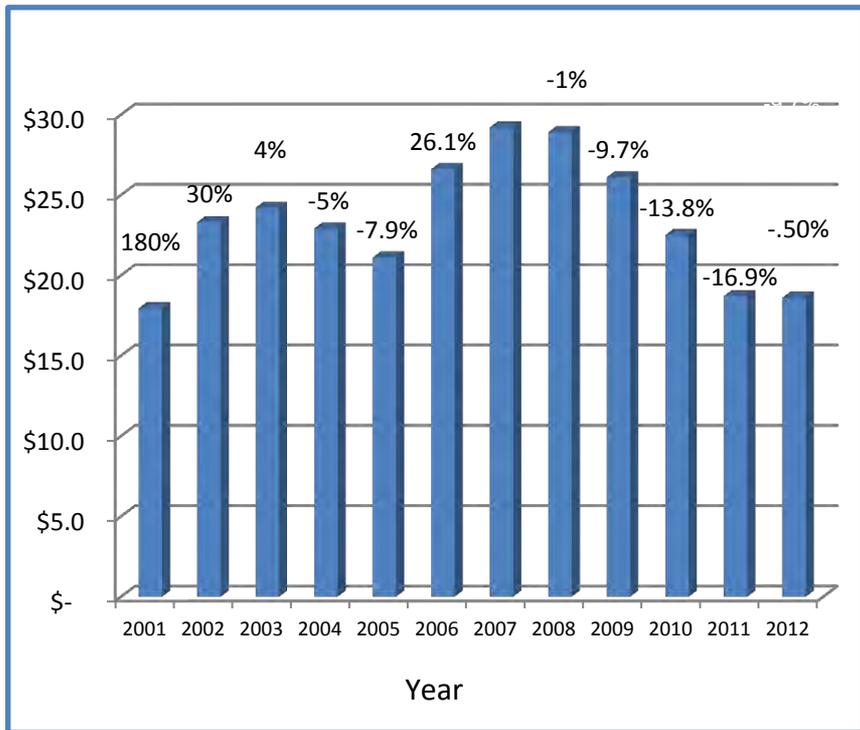
*Average Annual Growth
2001-2012 16%

BFDI

*Service Industry Norms 5%

*Counseling Agencies with 200 or less staff

*Bureau of Labor Statistics



Client Population Base

Year	Total	Consumers	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
11	13,348	10225	3123
12	10,879	8180	2699

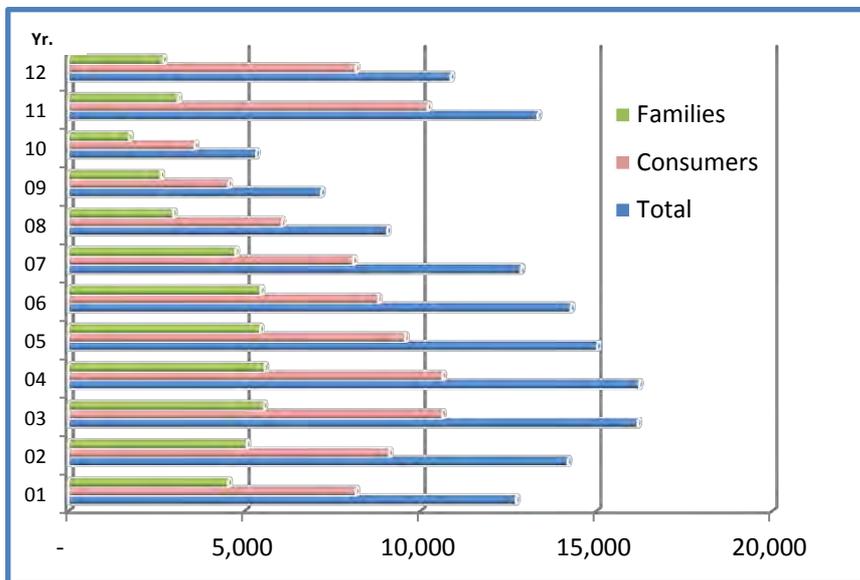
*Average Annual Growth
2001-2012 5%

BFDI

*Service Industry Norms 2%

*Counseling Agencies with 200 or less staff

*Bureau of Labor Statistics



Staff

Year	Total Staff	Direct	Admin.
01	200	165	35
02	205	170	35
03	158	128	30
04	158	130	28
05	119	97	22
06	125	103	22
07	136	110	26
08	134	108	26
09	111	94	17
10	95	75	20
11	82	68	14
12	100	83	17

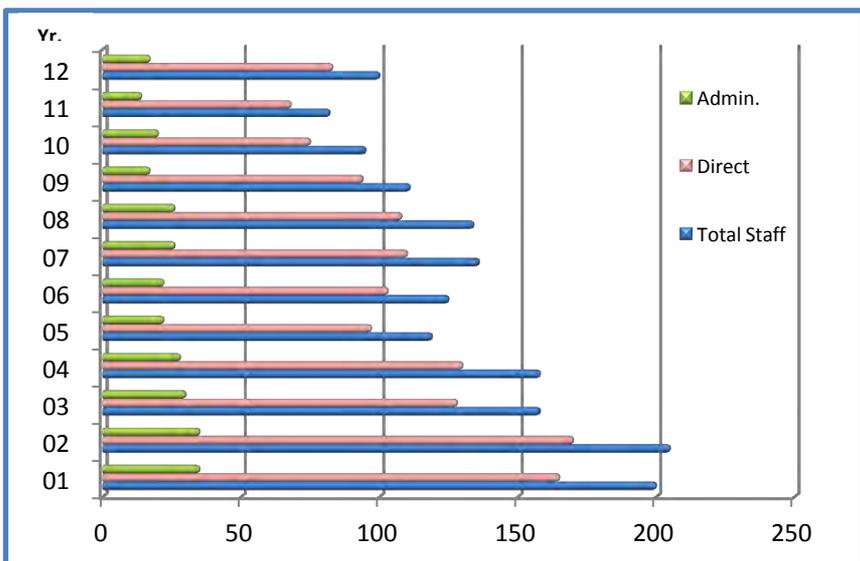
*Average Annual Growth
2001-2012 -1%

BFDI

*Service Industry Norms -2%

*Counseling Agencies with 200 or less staff

*Bureau of Labor Statistics F.R.E.D. Database



Black Family Development, Inc.

Board of Directors

Officers

Dee Dee McKinney Odom, President
Charles Beckham, Secretary

Gloria Larkins, Treasurer
Sharyl Smith, Member-at-Large

Board Members

Eric W. Ayers, MD
Sharon Banks
Wayne W. Bradley, Sr.
Janice Cosby Bridges
Brian Burnett
Dr. Ingrid Draper
Attorney Sherrie Farrell

Elaine Lewis
Jason I. Malone
Kizzi Montgomery
Jesse Petterson
Rev. Larry L. Simmons, Sr.
Dr. Calvin Trent
Stefen J. Welch

Advisory Board

Rev. Wendell Anthony
Joseph Cazeno, Jr.
Linda Forte
Jeriel Heard
The Hon. Teola Hunter
Stephen Lewis

Patrick O. Lindsey
William Ross
Bishop Edgar L. Vann
Phyllis Vroom, Ph.D.
Walter C. Watkins, Jr.
Madelyn Williams

Executive Team

Alice G. Thompson, Chief Executive Officer
Kenyatta Stephens, Chief Operating Officer
Jane Fernanders, Chief Financial Officer
Shenetta Coleman, Ph.D., Executive Vice President





Alice G. Thompson
Chief Executive Officer



Kenyatta Stephens
Chief Operating Officer



Jane Fernanders
Chief Financial Officer

Black Family Development, Inc. Staff

Keisha Allen
Lisa Atkins
Denise Banner
Theresa Bass
Lisa Benjamin
Derek Blackmon
Manja Boyce
Xenas Bradfield
Jeffrey Brooks
Kevin Bryant
Brittney Calloway
JoAnn Campbell
Charone Carter
Kim Carter-Hunt
Shenetta Coleman, PhD
Satira Collier
Shirley Dockery
Charles Dulin
Gina Foster
Bryan Granger
Margaret Greenidge
Riley Grier
Aiyana Hampton
Tressa Henson
Terea Hernandez
Sharon Hughes
Velda Hunter
Rashida Johnson
Marian Jones
Marquetta Jones, MD
Starnita Jones
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
David Moseley
Anquinette Mosley
Rudy Moss
Terrence Murray
Latesha Newsome
Bronson Nichols

Iesha Odum
Samantha Perry-Guinn
Faye Peterson
Vivian Porter
Donja Reedus
Keisha Render
Blandina Rose, PhD
Nodia Ross
Ruth Shelby
Hernando Sierra
Stevia Simpson-Ross
Gloria Smith
Margo Smith
Kristia Spight
Maria Stanfield
Yalonda Steele
Karen Streeter
April Sutton
Elizabeth Taylor
Preston Taylor
Lori Thurman
Tanya Traylor
Mark Washington
Randall Welch
Cynthia Williams
James Williams
Tonya Wilson

CONSULTANTS

Brenda Johnstone
Crystal Mills, PhD
Cheryl Pulvirenti
Carole Quarterman

BFDI EDUCATIONAL SERVICES STAFF

Roy Harris, Principal
Paula Armstrong
Virginia Casey
Jerika Crutchfield
Darren Holuk
Michelle Howard
Riley Justis
Tessa Kellar
David Olszewski
Michelle Riley
Eric Rivers
David Roggenbuck
Zachary Smith
Sonia Stewart
Khari Wilson
Tamara Zora

Black Family Development, Inc.
Gratefully Acknowledges the Support of
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



*Celebrating 35 years (1978 - 2013) of service
to children, youth, families and the community.*

35th Anniversary Celebration

Thursday, December 5, 2013

MGM Grand Detroit Hotel

Reception 6:00 p.m.

Dinner 7:00 p.m.