

Since 1978



Black Family
Development, Inc.

2014

Annual Report

Black Family Development, Inc. ~ 2995 East Grand Boulevard ~ Detroit, MI 48202
313.758.0150 ~ www.blackfamilydevelopment.org

Since 1978



Black Family Development, Inc.

Our Mission

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

Our Vision

To be the self-sufficient premier provider of comprehensive family counseling services to children, youth, and families - the pacesetter for quality, innovative services and training with national recognition.

We are Committed to:

- ~ Improving the Well-Being of Children*
- ~ Improving Academic Results*
- ~ Expanding Positive Youth Development*
- ~ Improving Support to Families*
- ~ Building Community Capacity*
- ~ Improving Neighborhood Safety*
- ~ Achieving Promise Neighborhoods Results*

Welcome

Welcome to Black Family Development, Inc.'s Annual Meeting. We are pleased to share with you the organization's accomplishments, progress and milestones achieved during our 2014 fiscal year. This was another banner year, as we continued to advance the mission of the organization and implement strategies to advance our commitment to: improving the well-being of children, improving academic results, expanding positive youth development, improving support to families, building community capacity, improving neighborhood safety, and achieving Promise Neighborhoods results. As evident in our annual program evaluation, we continue to improve consumer access to services, increase consumer satisfaction, yield measurable and planned outcomes, and scale up the impact of quality of life indicators.

This was the year of our three-year CARF re-accreditation process for 14 of BFDI's service components. Once again, the organization earned another three-year accreditation . . . the highest ranking of accreditation from CARF. The following represents a synopsis of just a few of the strengths of the organization, as cited by the CARF survey team:

- BFDI has excellent leadership provided by a talented, respected, and visionary CEO who reports to a governing body of dedicated individuals.
- The senior leadership team is composed of individuals with lengthy experience in their roles at BFDI, and who are equally dedicated and very mission focused.
- Meeting and exceeding CARF standards are part of the fabric of the organization.
- The leadership and staff are thoroughly knowledgeable, not only of the CARF standards, but the intent behind each of the standards.
- The result is an organization that, by every measure of the standards, is pacesetting in the field.
- The performance information and management system, and the performance improvement system are deserving of special recognition.
- BFDI provides considerable consumer driven service outcomes, which speak well to the willingness to ensure accountability for its performance.

Congratulations to the Board of Directors, consumers, and the entire BFDI team who ensures continuous compliance to not only CARF standards, but the standards of all regulatory bodies. We are making a difference.

Thanks to each of our attendees today and our network of partners who are committed to improving the quality of life for all residents in Detroit and the surrounding region. Once again, welcome to Black Family Development, Inc.'s Annual Meeting.



Dee Dee McKinney Odom
Board President



Alice G. Thompson
Chief Executive Officer

Consumer Satisfaction



Growing up, it was my mother who raised me with the help of my sister. My mom worked at Henry Ford Hospital, and did home care. My mom always stayed on me. She wanted me to make the right choices. She kept me in extra activities and made sure I went to church every Sunday.

As a teen, I started to hang around the wrong crowd. This crowd was stealing, breaking into homes, fighting, and doing a lot of other things. I knew I shouldn't have been "hanging around" with them.

In 1999, my mother got sick and wasn't able to take care of me and my sister. Unfortunately, my sister started to sell drugs. I started stealing, and doing whatever I needed to do to eat and have clothing. One day my friend and I broke into a garage and stole a BB gun. While playing around with the BB gun, I shot another kid. He was seriously injured, and I ended up going to Juvenile Court. I did 6 months in the Elliot Juvenile Facility. Due to good behavior, I was released early and placed with Black Family Development, Inc. Black Family Development helped open my eyes. They helped me to stay focused; and most of all, they helped to make sure that I didn't go back and follow on the wrong path.

I learned from my past. I wanted to do better for myself. I didn't want to work for anybody, so I thought of owning my own business. I wanted a career that would be fun; where I could make great money, and do something that people would always need. I always had an artistic mind, and a love for doing hair.

I "googled" hair schools, and ended up enrolling at Virginia Farrell. In a year and a half, I graduated. I found my career in the beauty industry. I founded and opened my business, **Salon Gorgeous You Are**, and have successfully operated it for the past 3 years.

Thank you, Black Family Development, Inc.

Brandon

"I have learned that success is to be measured not so much by the position that one has reached in life as by the obstacles which he has had to overcome while trying to succeed."

Booker T. Washington

Consumer Satisfaction

In 2014, BFDI received input from 1,613 consumers who voluntarily participated in BFDI's Satisfaction Survey. Of these participants, 98% reported satisfaction with BFDI services.

Staff Satisfaction



Having worked for nonprofit agencies for the past 20 years, I was laid off unexpectedly in the Spring of 2012. Really dedicated to working in the community, I was at a low point and concerned about not only my future, but the future of my former agency. Not long after that, one night I was at the Roostertail for a Kick-Off Event, and the “Spirit” whispered in my ear to go ask Alice Thompson if she had any positions open. I was obedient to that inner voice, and Ms. Thompson told me to submit my resume. I was called for an interview; and shortly after, I was hired to work in the Promise Neighborhoods Department. Prior to the interview, I read up on BFDI, starting with the agency’s mission . . . “To strengthen and enhance the lives of children, youth, and families through partnerships that support safe, nurturing, vibrant homes and communities.” BFDI’s mission spoke straight to the “heart of faith, service, collaboration, caring, sharing, repairing, healing, helping, and building”, all the tenets of which I believe. My first day of orientation was as impressive as I’ve ever seen in its thoroughness and professionalism. I quickly saw a level of commitment and genuine caring among the staff that was warm and welcoming, not only to the consumers and clients, but also among their fellow colleagues. I knew right away I wanted to be a part of that culture. The depth and breadth of an organization can be measured by what the population it serves thinks of it. One of my first field assignments was to go door to door building a database and a map of Promise Neighborhoods. One day while canvassing, I came across a young teenage male on his front porch, and from the sidewalk I stated I was from Black Family Development distributing family resource information and asked if his parents were home. The young brother went inside to deliver the message and came back saying his mother said she was not interested. I proceeded next door announcing my arrival from the sidewalk, “Black Family Development, distributing Family Educational Resource Information” to which the resident came on the porch to greet me. While exchanging information, the mother from the previous house came on the porch to observe what I and her neighbor were discussing. After our conversation was concluded, she called me to come back to her house and this is what she said: “Mister, my son didn’t tell me you were from Black Family Development. I had a good experience with them a few years ago. I’m interested in hearing what you have to say because I trust your agency. They really help people!” That spoke volumes to me. BFDI’s brand has the respect of the community. Trust does not come easy! I have found a home.

After now being with the Agency 3 and ½ years, one thing that is crystal clear to me about this BFDI experience; “we are on a spiritual journey, empowering and impacting lives”. BFDI lives and breathes its Mission. Positive cliché’s have their place in life, especially when they aptly describe something or someone truly deserving of accolades. “To save the people, you must first serve the people..... to lead the people, you must love the people”. BFDI does both extremely well . . . serve and save, lead and love; as these qualities are engrained in its organizational DNA. BFDI values the populations it serves, through quality, professional, and courteous work practices. From the moment you enter its doors, through the tenure of your stay or service, the BFDI Mission lives through each and every BFDI experience! I found a home and it although it might be a cliché, “there is no place like HOME!”

To GOD Be the GLORY!
Derek Blackmon, Director
Neighborhood Safety Initiative



Community Champion Award Recipient

In keeping with Black Family Development, Inc.'s commitment to *Improving Academic Results, Improving the Well-Being of Children, and Expanding Positive Youth Development*, we proudly salute DAPCEP (Detroit Area Pre-College Engineering Program)

DAPCEP's Mission is to increase the number of historically underrepresented students who are motivated and prepared academically to pursue degrees leading to careers in science, technology, engineering, and mathematics (STEM) related fields through K-12 supplemental educational programming. DAPCEP's vision is: *Metropolitan Detroit is a global hub of STEM industry with a highly skilled local workforce. Every Michigan student in grades PK-12 has access to quality STEM educational program and professional exposure that ensures successful completion of college and local career placement.*

DAPCEP is the organization of choice for maximizing the potential of Michigan youth for success. Kenneth Hill founded DAPCEP in 1976. The initiative began in partnership with the University of Michigan and Michigan State University to provide engineering-focused programs to Detroit Public Schools students. Over the course of 38 years, DAPCEP has grown to serve 4,000 youth annually in partnership with eight Michigan universities and numerous corporations and community-based organizations.

We teach

- Nanotechnology
- Renewable energy
- Robotics
- Computer programming
- Chemical engineering
- Mechanical engineering
- Algebra, Calculus, Geometry
- Video game design
- ACT preparation
- Entrepreneurship and much more to metropolitan-Detroit youth!

Children and teens work in science and engineering laboratories on college campuses, and have opportunities to meet engineers, doctors, scientists, college students, and other role models. A variety of program formats are offered. During the fall and spring, students attend courses that take place over 5 consecutive Saturdays on university, professional, and community campuses. In the summer, students attend commuter or residential camps at Michigan universities, gaining exciting exposure to college life! In-school programming at select schools is also offered.



Detroit
Employment
Solutions
Corporation

A Michigan Works! Agency

Community Champion Award Recipient

Black Family Development, Inc. is committed to *Improving Support to Families* and is proud to recognize Detroit Employment Solutions Corporation.

Detroit Employment Solutions Corporation is the fiscal and administrative agent of the Detroit Workforce Development Board (DWDB), a body appointed by the Mayor. The DWDB is accountable to the Mayor's office for the successful delivery of workforce programs across the city of Detroit, and is comprised of a group of dedicated professionals who generously provide their services free of charge. More importantly, DWDB members bring a wealth of skills and experience from both the public and private sectors, including manufacturing, economic development, law, retailing, labor, government and higher education.

Detroit Employment Solutions Corporation (DESC) takes an active interest not just in adult job seekers, but also in the next generation of Detroit talent. From the time they enter high-school up to age 21, DESC engages with Detroit youth across a wide range of areas, from additional education or training opportunities, to career advice and coaching, to work-readiness programs and credentials.



The Detroit Employment Solutions Year-Round Youth Program improves the long term employment prospects of young people by providing:

- Case management
- Basic and work readiness skills training
- Occupational training
- Paid work experiences
- Follow-up and supportive services to eligible in-school and out-of-school City of Detroit youth ages 14-21.

DESC is responsible for assisting Detroit employers find employees, and jobseekers find jobs. Of course, there's a lot more to it than that, but those are DESC's primary functions.

2014 Logic Model Outcome Data

Improving the Well-Being of Children

BFDI is uniquely positioned to advance our work in improving the well-being of children, youth, families and the community. We offer a continuum of child welfare, juvenile justice programs and services that are designed to support our consumers' needs.

Programs include:

- Care Management Organization (CMO)
- Integrated Services Program (ISP)
- Intensive Family Services (IFS)
- Wraparound
- Youth Assistance Program (YAP)
- Utilization Review (UR)

Juvenile Justice Case Management Services for Adjudicated Youth and Families

- **90.85% of juveniles** remained free of felony convictions while enrolled in BFDI's program.
- **87.61% of juveniles** remained free of a felony conviction after 2 years completion of BFDI programs, and living in the community.

Juvenile Justice Treatment Services for Adjudicated and Probation Youth and their families.

- **95.83% of youth** on probation (ISP) did not experience an increase in their level of care.
- **87.61% of juvenile offenders** with special needs (i.e., medical, mental health) were successfully placed. Youth began treatment within 30 days of acceptance into BFDI programs.
- **94% of Wraparound consumers** reported service satisfaction and daily functioning improvements.
- **83% of youth** served in Wraparound participated in community resources such as Community Mental Health resources.

2014 Logic Model Outcome Data

Improving Support to Families

The essential partner to developing strong and viable neighborhoods of promise is the family. Black Family Development, Inc. (BFDI) provides essential services to aid in the effective functioning and stability of the family unit. Family preservation has been and remains a cornerstone of BFDI's work. 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.

Programs include:

- Family Preservation Treatment Services/
- BFDI Families First of Michigan Program (FFM)
- Central Intake
- Drug Court (*Mental Health Court Relapse Prevention Services*)

BFDI Families First of Michigan Program (FFM)

- **99% of families** remained intact during FFM participation.
- **83% of families** have reported avoiding placement
- **79% of families** have reported avoiding placement six (6) months after FFM discharge

Central Intake

- Central Intake responded to and assisted **1,215 persons in 2014**
Of the 1,215 requests:
 - **77 consumers** requested Holiday assistance in 2014
 - **73 requests** for food were made
 - **195 requests** for housing assistance

Drug Court/Mental Health Court Relapse Prevention Services

- **81 persons** received Drug Court/ Mental Health Court Relapse Prevention Services.
- **75% of consumers** successfully completed the program.
- BFDI Staff facilitated **104 Relapse Prevention groups** and provided **52 weeks** of individual case management

Board of Directors

Officers

DEE DEE MCKINNEY ODOM, PRESIDENT

ELAINE LEWIS, VICE PRESIDENT

GLORIA LARKINS, TREASURER

CHARLES BECKHAM, SECRETARY

SHARYL SMITH, MEMBER-AT-LARGE

Board Members

Eric W. Ayers, MD

Sharon Banks

Pastor Christopher Bodley

Wayne W. Bradley, Sr.

Janice Cosby Bridges

Dr. Ingrid Draper

Meagan R. Dunn

Attorney Sherrie Farrell

Jason I. Malone

Jesse Peterson

Karriem Shakoor

Rev. Larry L. Simmons, Sr.

Dr. Calvin Trent

Stefen J. Welch

Executive Team

Alice G. Thompson, Chief Executive Officer

Kenyatta Stephens, Chief Operating Officer

Jane Fernanders, Chief Financial Officer

Heaster Wheeler, Chief Innovation Officer

Annual Meeting Program

Thursday, June 25, 2015

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

Invocation Alice G. Thompson

Breakfast Served

CEO Remarks Alice G. Thompson

Business Meeting Dee Dee McKinney Odom, President
BFDI Board of Directors

Community Champion Awards Kenyatta Stephens, COO
Black Family Development
Alice G. Thompson

Presented to:
DAPCEP (Detroit Area Pre-College Engineering Program) &
Detroit Employment Solutions Corporation (DESC)

Consumer Remarks Kenyatta Stephens

Staff Remarks Kenyatta Stephens

Staff Recognition Alice G. Thompson
Kenyatta Stephens

Closing Remarks Alice G. Thompson

Benediction Reverend Larry L. Simmons, Sr.
BFDI Board Member

Building Community Capacity



Neighborhoods can significantly influence the vision of who one is and what they may hope to become.

In 2014

352 Block Clubs in Osborn and Cody Rouge are being sustained and connected to their respective neighborhood associations and youth development opportunities.

3800 (duplicated count) Osborn and Cody residents were provided with a variety of Leadership Trainings through community luncheons in 2014 (13,752 in both neighborhoods cumulatively).



Monthly community luncheons are convened in the Osborn and Cody Rouge areas to share information and celebrate accomplishments. In Cody Rouge an average of 150 community residents attend, and in Osborn an average of 200 community members participate.

Improving Neighborhood Safety

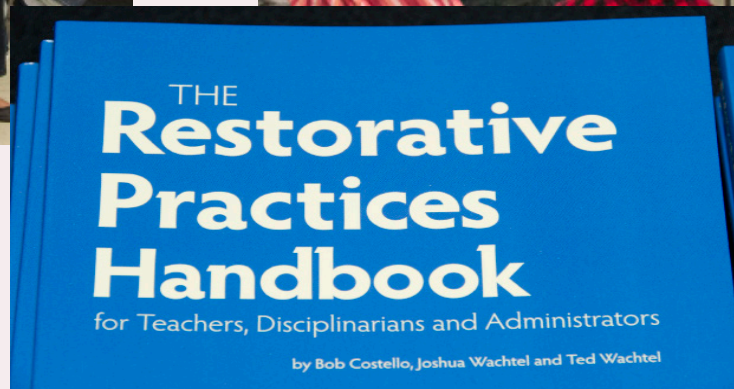
Restorative Practices

In 2014



1092 persons were trained in the International Institute for Restorative Practices model; (2,993 persons cumulatively trained to-date.)

- Detroit Public Schools
- Detroit Police Department
- Community Organizations
 - Youth Groups



Black Family Development, Inc. is an affiliate of the International Institute for Restorative Practices, an accredited graduate school. Introduced in 2011, the Restorative Practices approach to conflict resolution builds, repairs and strengthens relationships to encourage positive pro-active rather than reactive behaviors. While the approach is essential to positive community development, it is critical to supporting positive youth development initiatives by preventing and intercepting program problems.

Achieving Promise Neighborhoods Results

In 2014

Black Family Development, Inc.'s Promise Neighborhoods (PN) initiative is a multifaceted approach to improving educational outcomes for children and support to families in two Detroit neighborhoods; Clark Park and Osborn. Strategic collaborations and partnerships-that deliver sustainable positive outcomes-define success for the Promise Neighborhoods initiative. BFDI's Promise Neighborhoods work, in the absence of federal funding, was met with the reward of collaborating with invested partners to move the work of Promise Neighborhoods on behalf of our city's most vulnerable youth and families. That challenge resulted in hall-mark achievements that are paving the pathway for 2015 activities:

Promise Neighborhoods 2014 Accomplishments	Date
<ul style="list-style-type: none"> Excellent Schools Detroit partnered with BFDI to engage PN Osborn and Clark Park residents in training and performance evaluation site visit in Wayne County public and charter schools. 	January – March 2014
<ul style="list-style-type: none"> Teach For America students designed, compiled, trained on, and disseminated contents of 100 back packs filled with early childhood education games, learning tools, crayons, and fine motor skill development instruments for PN families in Osborn and Clark Park. 	January 2014-August 2014
<ul style="list-style-type: none"> Idea and consensus by Education Work Group members to implement a common philosophical approach within the 7 Promise Neighborhood schools....Restorative Practices (RP). PN partner, Detroit Public Schools consents to use of District Professional Development Day to train principals, teachers, and staff in the RP model. 	March 14, 2014
<ul style="list-style-type: none"> Implementation of an Early Childhood Pilot with PN partners: Osborn residents, Above and Beyond Early Childhood Learning Center (ABLC), Leaps and Bounds, and Great Start Collaborative – Wayne. 21 families consented to participate in early childhood education and consultation. Ages and Stages Questionnaires were completed by families. <ul style="list-style-type: none"> ➤ Over 80% of ABLC children scored within normal ranges for age-appropriate functioning for ages 6 months to 4.5 years old. ➤ There were nine children whose ASQ-SE scores resulted in concerns that may lead to further monitoring and assessment. Parents received referral information for further evaluation through Early On. 	April 2013-April 2014

Detroit Clark Park/Osborn Promise Neighborhoods Vision:

“All Children in the Detroit Clark Park/Osborn Promise Neighborhoods will have access to excellent schools, positive youth development opportunities, graduate from high school on time and be prepared for college without the need for remediation courses. Families will have all the support and resources they need to make their children successful in life.”

<ul style="list-style-type: none">• Above and Beyond Early Childhood Learning Center accomplishes the first Quality Rating Implementation Scale (QRIS) state-certification and designation in the Osborn community.	June 2014
<ul style="list-style-type: none">• National – level public relations/media promotion by Promise Neighborhoods Institute for Detroit’s Progress.	June – July 2014
<ul style="list-style-type: none">• Awarded \$25,000 grant from PN partner, DAPCEP, to implement Science, Technology, Engineering, Mathematics, and Medicine (STEMM) training to youth.	September 2014- March 2015
<ul style="list-style-type: none">• Excellent Schools Detroit partnered with the University of Chicago and BFDI to incorporate a modified Promise Neighborhoods medical home question into the 5 Essentials Survey being administered in January 2015 to Detroit Public Schools students and their families.	September – December 2014
<ul style="list-style-type: none">• Follow-up / Re-engagement with Wayne State University regarding PN evaluation.	December 2014
<ul style="list-style-type: none">• Implementation of the Master Data Sharing Agreement exemplified by the receipt of batch Detroit Public Schools data, as well as Great Start Collaborative – Wayne data.	Throughout 2014



Black Family Development, Inc.

Consolidated Statement of Activities

Year Ended December 31, 2014

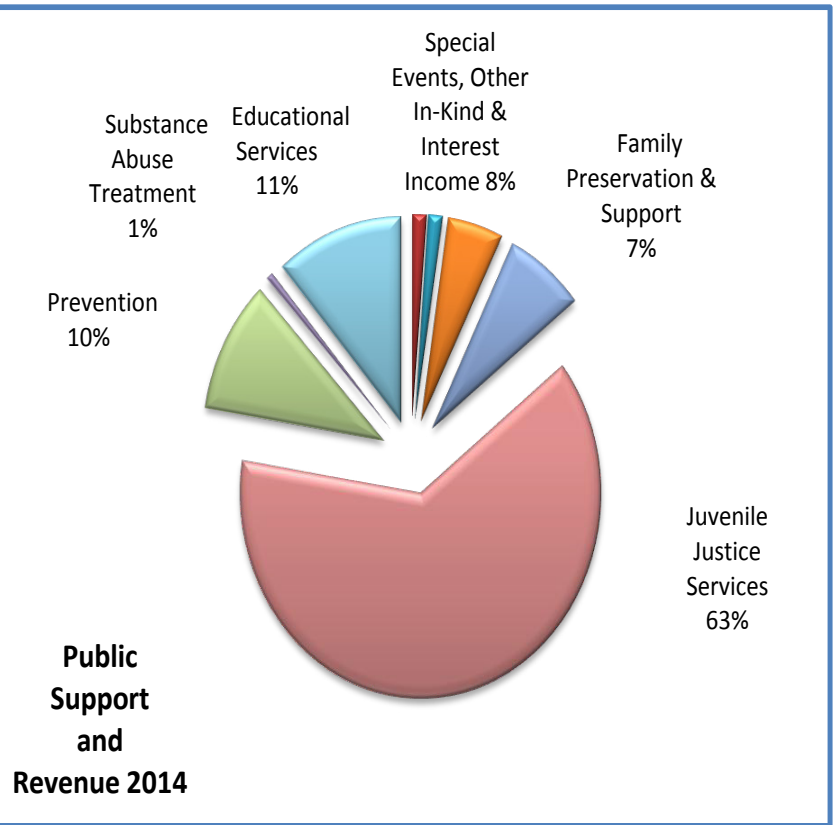
Public Support and Revenue:

Public Support

Special Events [Net of expenses]	\$ 212,881
-------------------------------------	------------

Revenue

Interest Income	\$ 165
Other	242,979
In-Kind Services *	945,262
Family Preservation & Support	1,365,919
Juvenile Justice Services	12,152,260
Prevention	2,016,794
Substance Abuse Treatment	117,458
Educational Services	2,189,681
Total Public Support & Revenue	\$ 19,243,399



Expenses:

Program Services

Family Preservation & Support	1,031,921
Juvenile Justice Services	12,175,351
Prevention	2,016,794
Substance Abuse Treatment	117,458
Educational Services	2,189,681
Total	\$ 17,531,205

Supporting Services

Management & General (Includes In-Kind) *	1,177,694
--	-----------

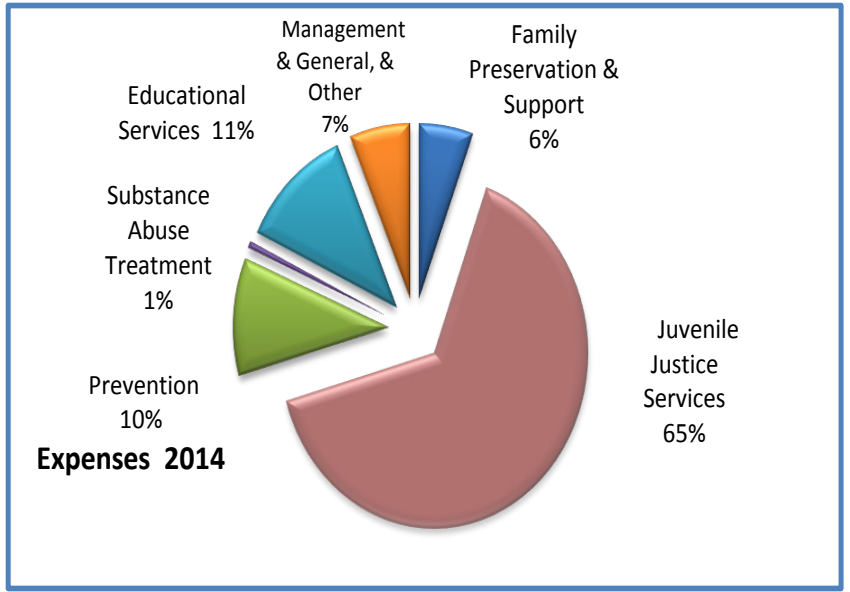
Total Expenses \$ 18,708,899

¹Changes In Net Assets \$ 534,500

Net Assets Beginning of Year 722,761

Net Assets End of Year

\$ 1,257,261



¹ See also notes 6, and 11 in the Audited Financial Statements

For the year ended December 2014, the value of In-Kind Donations were as follows:

Donated Services * \$ 945,262

Completed 2014 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 2003 through 2014

Revenue

Year	Revenue <i>[in millions]</i>	Growth Rate From Previous Yr.
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%
2013	\$ 17.7	-4.8%
2014	\$ 19.2	8.5%

*Average Annual Growth

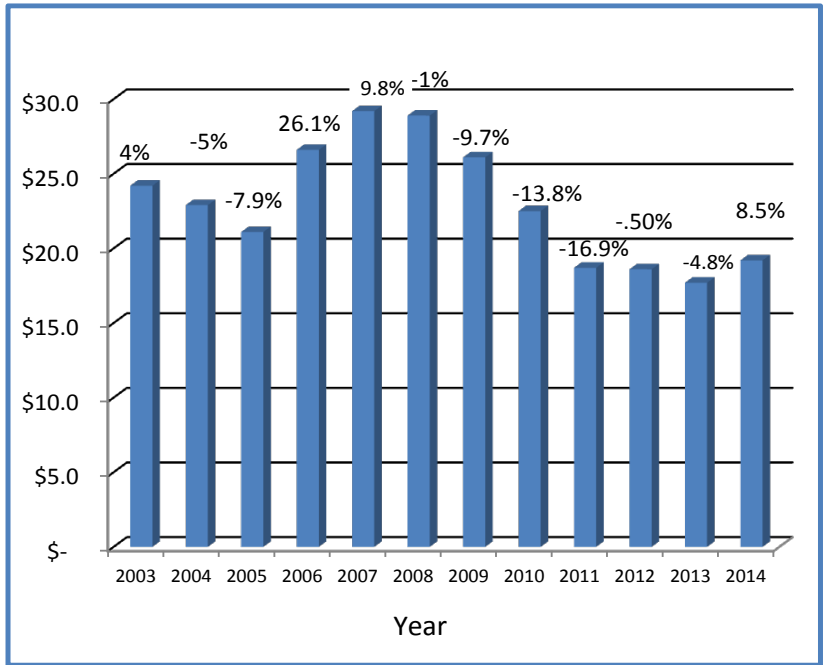
BFDI

2003-2014 -1%

*Service Industry Norms 2%

*Counseling Agencies with 200 or less staff

*Bureau of Labor Statistics



Client Population Base

Year	Total	Consumers	Families
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
13	8,704	6544	2160
14	8,617	6479	2138

*Average Annual Growth

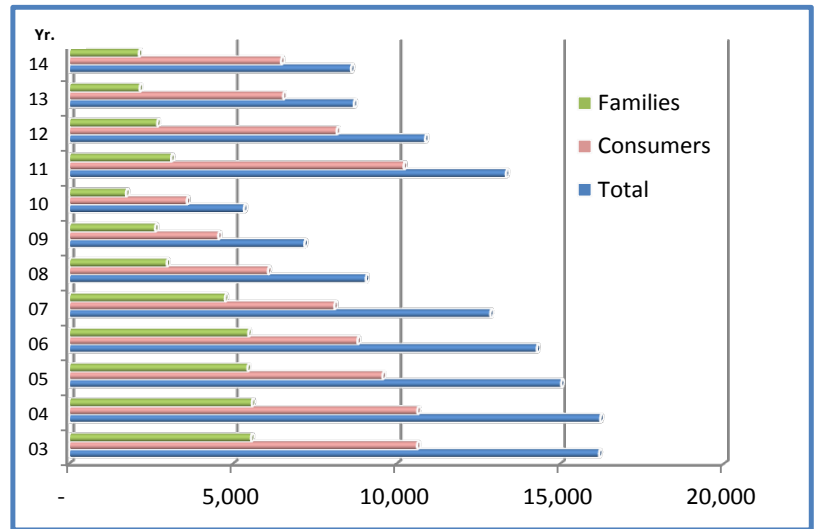
BFDI

2003-2014 1%

*Service Industry Norms 2%

*Counseling Agencies with 200 or less staff

*Bureau of Labor Statistics



Staff

Year	Total Staff	Direct	Admin.
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
13	91	74	17
14	129	108	21

*Average Annual Growth

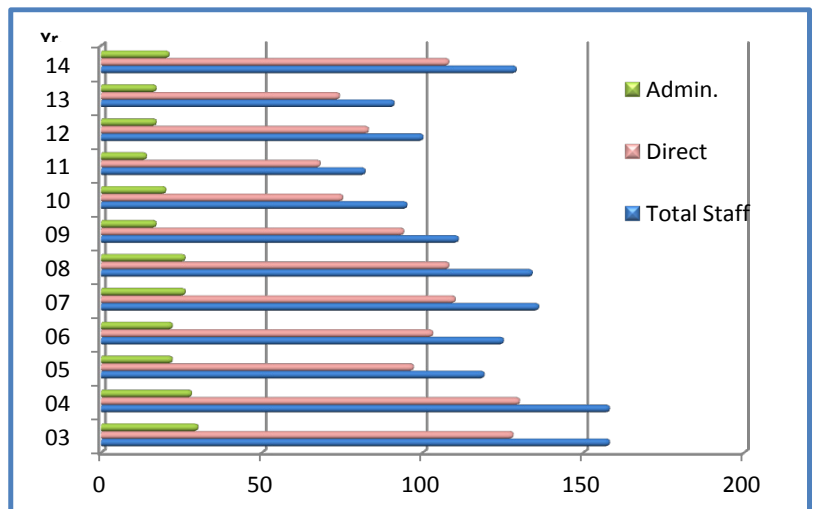
BFDI

2003-2014 3%

*Service Industry Norms 2%

*Counseling Agencies with 200 or less staff

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



BFDI Educational Services

Reginald Kirkland, Chief Operating Officer
Dr. Ronald Williams, Superintendent
Patricia Davis, Interim Principal

Vanita Beasley

Kellie Bennett

Lisa Blackwell

Yomiko Boyd

LaVonna Brown

Sonya Brown

Kathy Buttrom

Rhonda Calloway

Sherrille Carter

Frank Cyars

Melvin Davis

Amy Gamble

Rebecca Green

Kimistri Hall

Heidi Hocking

Llana Holt

Colin Horn

Debbie Jackson

Rebekah Kashat

Renethia Lloyd

Michelle McCants

Kerry Minshev

Charlene Moore

Yulonda Moore

Lynn Morgan-Bernard

Melaniese Nicholson

Anthony Osborne

Cadance Perryman

Tina Poe

Shawta Polk

Alice Richardson

Alana Ryles

Stephanie Schultz

Danielle Scott

Bobby Thomas

Denise Thomas

Shanta Thomas

Phillip Ververis

Erica Wade

Candace Watkins

Lucille Denise Witcher-Tolbert

Rebecca Worth



Hope Academy Mission: "To provide a positive nurturing and collaborative educational environment where we ensure the intellectual, social, and physical development of every student."



Black Family Development, Inc.

Staff



Alice G. Thompson
Chief Executive Officer



Kenyatta Stephens
Chief Operating Officer



Jane Fernanders
Chief Financial Officer

Keisha Allen
George Ames
Paula Armstrong
Lisa Atkins
Zenobia Awada
Denise Banner
Lisa Benjamin
Marquita Betts-Fields
Derek Blackmon
Manja Boyce
LaQuisha Brown
Kevin Bryant
Tyre Buckley
Brittney Calloway
JoAnn Campbell
Charone Carter
Marina Chavez-Camarena
Donna Chavous
Satira Collier
Shirley Dockery
Charles Dulin
Gina Foster
Khalea Foy
Tonia Funches
Elise Goulbourne
Margaret Greenidge
Aiyana Hampton
Tressa Henson
Sharon Hughes
Velda Hunter
LaDonna Johns
Rashida Johnson
Marian Jones
Starnita Jones
Theresa Kendrick
Jason Kezelian
Wendy Lawlah
Tamiko Logan
Alicia Lorick

Diane Mapp
Cynthia McDaniel
Sharon McFolley
Gayle Metcalf
Evon Miller
Bridgette Morris
David Moseley
Anquinette Mosley
Rudy Moss
Terrence Murray
Latesha Newsome
Andrea Perkins
Samantha Perry-Guinn
Faye Peterson
Vivian Porter
Donja Reedus
Keisha Render
Ruth Shelby
Sonya Shelman
Hernando Sierra
Stevia Simpson-Ross
Gloria Smith
Margo Smith
Kristia Spight
Maria Stanfield
Yalonda Steele
Karen Streeter
April Sutton
Preston Taylor
Lori Thurman
Tanya Traylor
Randall Welch
Heaster Wheeler
Christina Williams
Cynthia Williams
Ebony Williams
James Williams
Tonya Wilson

CONSULTANTS

Brenda Johnstone
Cheryl Pulvirenti
Dr. Hakeem Lumumba
Carol Quarterman

INTERNS

Donna Johnson
Charles Weems
Takara Hurst

YOUTH ADVOCATES

Anthony Bowens
Destinee Dale
Demyra Dawson
Jafre Deloatch
Tayonna Dody
Janea' Jones
Kelley Kennedy-Hudson
Renita Malone
Brittany Mayers
Dylan Skinner

Since 1978



Black Family Development, Inc.

Gratefully Acknowledges the Support of our Funding Sources

Black United Fund
Bank of America
Charter One
DAPCEP (Detroit Area Pre-College Engineering Program)
Detroit Public Schools
Detroit Wayne Mental Health Authority
Ford Motor Company Fund
State of Michigan Department of Human Services
The Skillman Foundation
United Way for Southeastern Michigan
W.K. Kellogg Foundation
Wayne County Department of Children and Family Services
YMCA

Save The Date
Thursday, November 12, 2015
2015 Annual Presidents' Dinner
MGM Grand Detroit