



**Black Family
Development, Inc.**

**ANNUAL
REPORT
2022**



WELCOME

Welcome to the 2022 Annual Meeting of Black Family Development, Inc. (BFDI). This year's theme, in recognition of 2022, is "Making the Strategic Plan a Reality".

Esteemed BFDI board of directors, families, and other valued stakeholders, it is a pleasure to have you join us for today's Annual Meeting of the Board of Directors. Today we will reflect on the impact of the organization's mission and celebrate various successes in the words of youth and our staff. The Annual Meeting each year is an opportunity to reflect upon the previous calendar year, in this case 2022, from both an operational lens, as well as a fiscal lens. Our annual independent financial audit will be reviewed and detail the financial success of 2022. The testimonies of youth at today's meeting illustrate the work of the families we are blessed to serve and the staff, whose passion fuels the work of the organization. These personal and data stories will bring life to BFDI's strategic plan that both governs the organization, while helping to direct how our services positively impact lives.

The year 2022 was full of opportunities, and an abundance of successes.

2019-2022 STRATEGIC PLAN UPDATE		
Goal	Progress	Action to be carried 2022-2025 Strategic Plan
Being and agency of hope and healing	Green	Communication Campaign to increase BFDI presence in public marketplace.
To improve the well-being of children and families	Yellow	Key Performance Indicators across programs measured quarterly.
To improve the academic results of children and youth	Green	Expansion and deepening of early childhood services .
To expand positive youth development opportunities for consumers and students attending local school partners of BFDI.	Yellow	Redeployment of non traditional youth development programming in the community.
To improve support to families living in distressed communities, with a focus on the city of Detroit	Green	Increase partnerships with advocacy, parent - and live experience partners to target real-time needs

BFDI expanded its early childhood services array. In 2022 the Michigan Department of Health and Human Services contracted with Black Family Development, Inc. to provide Parents As Teachers, an evidence-based early childhood program, to parents at risk of substance use. Additionally, BFDI expanded into a total of 39 public and charter schools throughout Detroit and Wayne County to provide prevention early intervention and treatment services to students and their families. A total of 20,000 individuals were served at the conclusion of 2022. Lastly, Black

Family Development, Inc. proudly continued youth scholarships to ensure that young people of promise are cultivated into this nation's future leaders. Today, you will hear from two such leaders as a result of the support of MGM Grand and Dr. Ann Smith.

2023 has already demonstrated that the agency strategic plan continues to drive us towards mission fulfillment, with greater outcomes and impact yet to come.



Charles Beckham
Board Chair



Kenyatta Stephens
Chief Executive Officer

Black Family Development, Inc.

ANNUAL MEETING

July 21, 2023

PROGRAM

Welcome **Kenyatta Stephens, CEO**

Invocation **Derek Blackmon**
BFDI Employee

CEO Remarks about 2022. **Kenyatta Stephens, CEO**

Mission Moments:

Consumer Testimony. **Anquinette Mosley**
BFDI Employee

Alice G. Thompson & Dr. Gerald K. Smith Book Scholarship
Recipients **Kenyatta Stephens, CEO**

➤ *Two Recipients: Gerald D. Smith & Mariyah Weeks*

Remarks from Board Chair **Charlie Beckham, Chair**
BFDI Board of Directors

Business Meeting **Shannon Smith, Treasurer**
BFDI Board of Directors

2022 Independent Financial Audit. **Gregory Terrell**
Gregory Terrell & Associates

➤ *Summary Presentation*

Staff Testimony **Derek Blackmon**
BFDI Employee

Board Enrichment Session **Facilitated by Sheilah Clay**

Black Family Development, Inc.

Consolidated Statement of Activities
Year Ended December 31, 2022

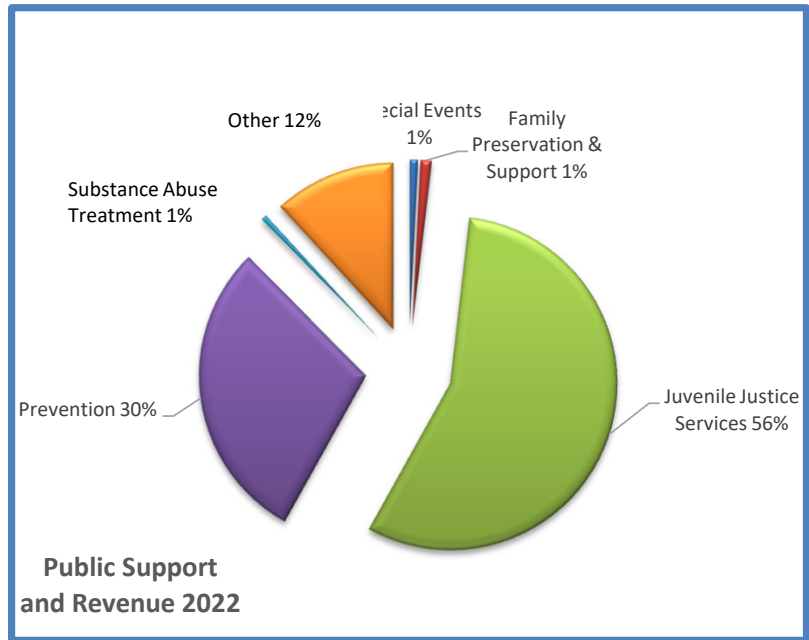
Public Support and Revenue:

Public Support

Special Events [Net of expenses]	\$ 130,120
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Revenue

Interest Income	\$ -
Other (prim CMO conting adj)	2,007,433
Family Preservation & Support	182,136
Juvenile Justice Services	9,535,687
Prevention	5,001,490
Substance Abuse Treatment	93,721
Total Public Support & Revenue	\$ 16,950,587



Expenses:

Program Services

Family Preservation & Support	353,564
Juvenile Justice Services	7,609,378
Prevention	6,063,410
Substance Abuse Treatment	165,126
Total	\$ 14,191,478

Supporting Services

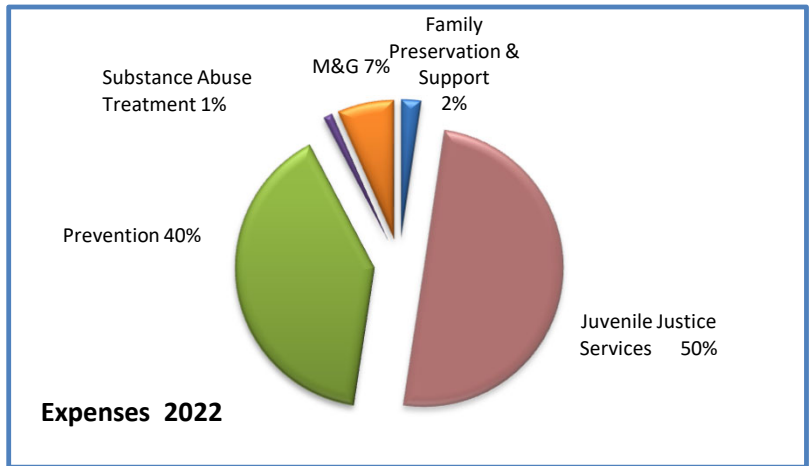
Management & General	289,944
(Includes In-Kind)	*

Total Expenses \$ 14,481,422

¹Changes In Net Assets \$ 2,469,165

Net Assets Beginning of Year 3,225,820

Net Assets End of Year \$ 5,694,985



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

Completed 2022 Financial Statements, were audited by:
Gregory Terrell & Company - Certified Public Accountants
613 Abbott Street 3rd Floor
Detroit MI 48226

Black Family Development, Inc.

Statement of Activities - Growth Indicators for years 2009 through 2022

Revenue

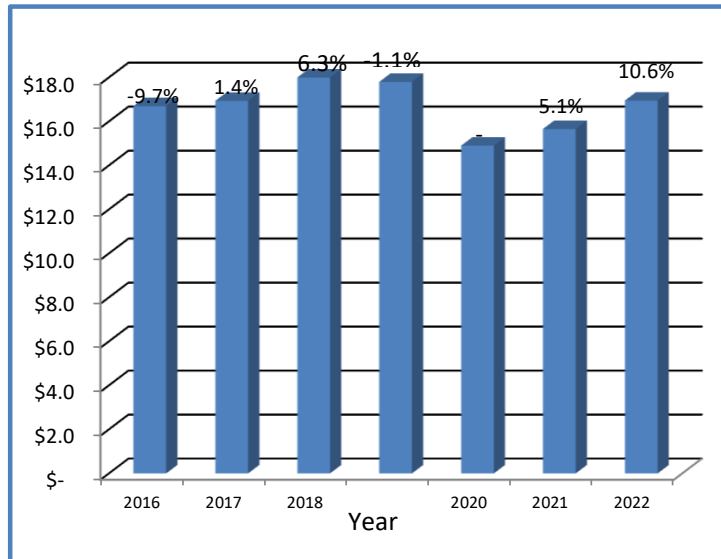
Year	Revenue <i>[in millions]</i>	Growth Rate From Previous Yr.
2016	\$ 16.7	-9.7%
2017	\$ 16.9	1.4%
2018	\$ 18.0	6.3%
2019	\$ 17.8	-1.1%
2020	\$ 14.9	-16.3%
2021	\$ 15.7	5.1%
2022	\$ 17.0	8.2%

*Average Annual Growth	
BFDI	2016-2022 0.2%

¹ Removal of BES which was formally a subsidiary of BFDI that became a separate 501 c 3 December 2019.

*Industry Norms 1%

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



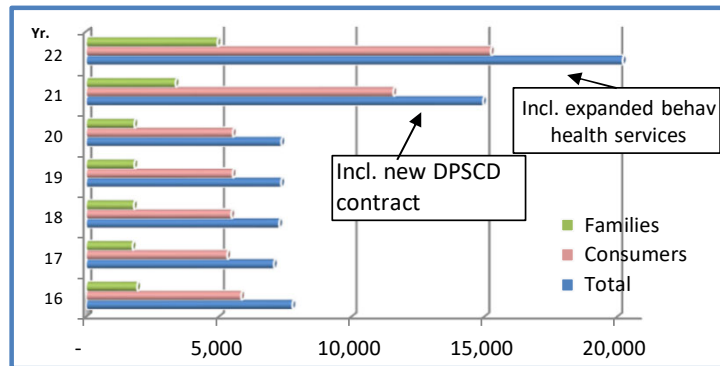
Consumer Population Base

Year	Total	Consumers	Families
16	7,787	5855	1932
17	7,089	5330	1759
18	7,288	5480	1808
19	7,361	5535	1826
20	7,369	5540	1828
21	14,969	11590	3379
22	20,221	15261	4960

*Average Annual Growth	
BFDI	2016-2022 14.6%

* Industry Norms 2%

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



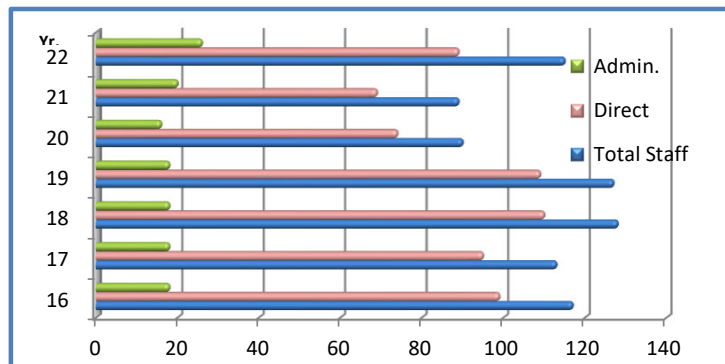
Staff

Year	Total Staff	Direct	Admin.
16	117	99	18
17	113	95	18
18	128	110	18
19	127	109	18
20	90	74	16
21	89	69	20
22	115	89	26

*Average Annual Growth	
BFDI	2016-2022 -0.2%

* Industry Norms 2%

*Bureau of Labor Statistics F.R.E.D. Database Table 2.3



CONSUMER TESTIMONY

My name is Jay. I am just happy to be here. I would like to share a little about myself.

I will be attending Marygrove High School in the fall, and I am really looking forward to this new chapter in my life. I am very glad that Sampson Webber Leadership Academy got me ready for this chapter. It was people there like my counselor, Kevin Parish, and my Dean, Marquis Herring, that watched out for not only me but my 5 other siblings while my mother was ill later when she died, and all the way up until I was promoted from the 8th grade.

This then brings me to why I am now here with Black Family Development. 3 years ago, on June 24th, my sibling and I lost our mother. That was the worst thing that ever happened to me. My mother was everything to me. She was pretty. She was kind. She did the best she could for our family. I remember her always being ill and it hurt so much to see her suffering. After we lost our mother, we then had to all be separated because no one could care for all of us at the same time. I remember that was when my life quickly became more difficult than it had already been.

Right now, I am only in contact with one of my siblings. I currently stay with my maternal aunt on the weekdays and my father on the weekends. I love them both and I am very grateful to have them, but I knew that I was depressed. I also have physical health issues. I was diagnosed with having high blood pressure. As a result, sometimes I have really bad headaches. Yes, I am being treated for them. That still didn't help me with the constant sadness and emptiness that I felt on a daily basis. I realized then that something had to change. So, with the help of the people in my life I decided to start therapy. I have currently been in therapy for 6 months to date with my therapist Ms. Mosley. I am very thankful for the help that I am receiving. So far, I have learned how to accept the things that I cannot control and grow to learn how to change the things that I can. I'm learning how to appropriately express my emotions, and how to make wise decisions by understanding what is going to work best for me, instead of just making decisions off of my emotions. I notice that I am more concerned about my physical health, and able to speak up for myself when I think my voice is not being heard. I use the journal Ms. Mosley gave me to write down my thoughts and feelings. Instead of feeling like I'm in the sunken place like I did before, I am now taking one day at a time. I know and understand that it is ok to talk about my real feelings and that it is ok to feel sad sometimes. I am looking forward to learning a whole lot more and applying it in this new chapter of my life. What I have gone through is just a part of my life and I am getting ready for the rest of it.



Jay H.

SCHOLARSHIP AWARD RECIPIENTS

The Alice G. Thompson scholarship award will help me because I have a vision to personally affect change in this world. Making a meaningful impact and being a voice for my people has been a driving force in my pursuit of education. Of course, I ultimately have a goal to be successful and have an immeasurable hunger for success. However, I believe the majority of people in the world have that same goal. The question is, what are they striving to do with said success? In essence, a lot of people have a goal but no plan. My plan is to use my success in this world in a meaningful way that puts my people in an overall greater position.

Long term goals for me include my future career and the things I would be able to achieve through being in this position. My ideal career would involve being a businessman, an entrepreneur, in addition to having connections to an NBA team. Through these professions I would be in position to bring more jobs, opportunities, and possibilities for education to Black communities.



Gerald D. Smith

Growing up in Detroit at times is not an easy task. As a young black woman, I face some serious stereotypes that I refuse to acknowledge. The pandemic helped teach me one thing, determination. My junior year was completely virtual, and I was involved in a time of evolution of education. My teachers never gave up on trying to teach or keeping our lessons engaging. I will keep that lesson with me for life.

My long-term goal when I finish college is to be an independent woman. I want to have a career in which I can find fulfillment and myself. I would also like to call myself a homeowner in the City of Detroit. I know that family is very dear to me. Therefore, I would like to be able to offer family members a supporting hand when needed, whether it is a place to live or by me living close enough to offer help.



Mariyah Weeks

STAFF TESTIMONY

WHY BFDI?

When asked, “Why BFDI?” That inquiry naturally asks another question, “Who and what is BFDI?”

Black Family Development, Inc. (BFDI) is a private, non-profit comprehensive family counseling agency that was created in 1978 by the Detroit Chapter of the National Association of Black Social Workers (NABSW). BFDI’s origin and roots were formed in blessed rich black, ancestral, cultural, faith-based Love soil. BFDI’s Mission and Vision is a great place to start when seeking answers about who BFDI is. “BFDI’s mission is to strengthen and enhance the lives of children, youth, and families through partnerships that support safe, nurturing, vibrant homes, schools, and communities.” BFDI exercises laser focus when it comes to fulfilling its Mission and Vision, which is the heartbeat of the Agency. BFDI’s 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. For example, BFDI’s 30 years of CARF Accreditation shows the agency maintains what is considered the “Good Housekeeping” stamp of approval.

BFDI is blessed to be the lead agency in Detroit of the Obama Foundation’s “My Brothers Keeper Program”, called R.E.A.L. Brothers, an acronym for Restorative-Engaged-Aspiring-Leaders. The program recognizes that one of our most sacred, precious, and vital resources are Young Males of Color. BFDI, while using data-driven programming and curriculum to support and undergird their growth, is nurturing these young men as a step into manhood. BFDI embraces these young men, listens to them, believes in them, and develops their authentic voices by focusing on their innate gifts and talents while building meaningful trusting relationships that produce quantifiable and measurable results. Examples of those results include:

- One of the young men went from being extremely withdrawn and shy to becoming a confident, dependable, college-age Ambassador (mentor), and vocal leader among the group.
- One young man is now a part of the National Honor Society with a 4.0-GPA.
- One young man confidently preaches sermons at his church at 16 years of age.
- Two young men were respectively the 2023 Class Valedictorian with a 4.5 GPA, and the other was the Salutatorian with a 3.9 GPA.
- Another youth achieved status as the 2023 All-City Point Guard.
- Lastly, one young man Graduated from the College of Creative Studies, was selected nationally to spend a whole day with President Obama, and along with 15 others, joined him and Stephen Curry on stage for the first Obama Foundation, “My Brothers Keeper Summit” in Oakland California. He has since started his own thriving film company.

Results like these help BFDI to decrease violence and increase peace. These young men have participated in many BFDI Peace & Safety Walks with Detroit Block Club members and local

STAFF TESTIMONY

WHY BFDI? CONTINUED...

Police Departments, around their schools, and communities, and perform relevant presentations at all BFDI Community Events. Additionally, BFDI has provided to these young men support opportunities such that none of them are in gangs or have dropped out of school. These young men serve regularly as Junior Block Club Members and are improving the landscape of the communities they serve. The African Proverb states, "To be a Man, one needs to see a Man"; thus, successful black men participate in our group meetings regularly, as guest speakers to further sow seeds of positivity into their psyche, along with many educational and fun field trips they experience with the Group. These Young Men are weaving a beautiful tapestry of individual and collective works, experiences, and achievements that illuminate their abilities to grow and excel, which speak volumes and salutes the richness of the faith filled soil BFDI is birthed in.

The saying "A team is only as good as its players", aptly describes the staff and Leadership of BFDI. They are inextricably linked as one force for hope, healing, wellness, and good to those they serve. BFDI's bread and butter is "Quality Assurance" which yields "extra-mile excellence" individually and collectively, throughout the agency's daily body of work. Those that BFDI serve can truly feel the "love, respect, compassion, understanding, patience, and professionalism that is exuded starting from every phone call answered at the front desk, all the way to the CEO's Office, and ALL Departments in between.

The testimonies and surveys of the consumers, schools, residents, and communities we serve, exemplify the richly deserved "Trust and Respect" the "Village" has for BFDI. Trust is not easy to come by yet is essential for successful relationships between consumers and staff, as well as our data-driven successful impacts and outcomes yielded by the very foundation that trust provides. The evidence of BFDI leading Block Clubs and Youth, joined by the Neighborhood Police Officers, all working together, via Peace Marches that have established many keys "Green Light Safe Zones" in the communities where they live and service.

The entire BFDI experience is about "People Serving People Well". Maya Angelou aptly described it this way; "People may not remember what you said or did, but they will surely remember how you made them feel". This again is the heartbeat of BFDI. From start to finish, staff bring a level of caring to their work that is expertly wrapped in a garment of professionalism, producing successful, quantifiable results. "To Save the People You have to Serve the People", "To Lead the People You have to Love the People". BFDI checks all these boxes. When BFDI's CEO says from "Her Spirit-Heart", to the entire staff, "whatever serves my very own children and gives them ample opportunity to succeed, I want that and more for ALL the children and families BFDI services"That's Why BFDI!!!

Derek Blackmon



Black Family Development, Inc.


MISSION

BFDI's mission is "To strengthen and enhance the lives of children, youth, and families through partnerships that support safe, nurturing, vibrant homes, schools and communities." BFDI's vision is "To be the self-sufficient premier provider of comprehensive family counseling services to children, youth, and families - the pacesetter for quality, innovative services and training with national recognition. "

WE ARE COMMITTED TO:

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

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