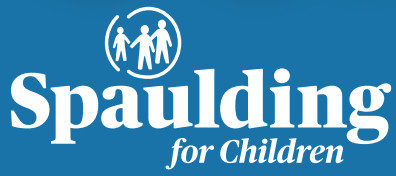




# 2022 REPORT TO OUR COMMUNITY



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**OUR ANNUAL REPORT IS DEDICATED TO**

# **CRISTINA PEIXOTO**

**SPAULDING FOR CHILDREN PRESIDENT / CEO, 2017–2022**



Christina Peixoto

Guiding us through some of the most challenging times in memory, your leadership embodied our principle that stronger families build stronger communities.

Your wisdom found new and more effective ways to serve children and families, expanding our reach around the world as expert resources in the fields of child welfare, adoption and foster care.

Through your example, we discovered that each of us has a unique and invaluable way to give our best in what we do—and that each of us is capable to do even more when we work together as a team.

**WITH ALL OUR HEARTS,  
THANK YOU  
FOR EVERYTHING!**

## A MESSAGE FROM SPAULDING LEADERSHIP

# CHARTING THE COURSE FORWARD



Melissa Jenovai  
*Spaulding President and CEO*



Kristi Plain  
*Spaulding Board President*

If a pandemic has taught us anything, it was to take the time to celebrate when we get the opportunity. In 2022 we celebrated the dedication of our staff and caregivers. Can you believe we had a total of 347 number of years of experience among all of our staff and 253 number of years of dedication from our caregivers?

Seeing staff and families at events instead of over Zoom, brought smiles and laughter. Each month our staff looked at ways to celebrate our caregivers; from sending a card letting them know we were thinking of them to gathering a bag of goodies to provide opportunities for a summer of fun. We celebrated with families and the community during the return of our Families in Bloom Event and our Resource Fair. There was also a celebration of the first fundraiser in six years, the Spaulding Scramble. The golf outing was an amazing event, with wonderful sponsors, great golfers and beautiful weather on a gorgeous golf course.

We celebrated the selection of a new Board President by welcoming Board member, Kristi Plain to this new role. We also had the opportunity to celebrate and recognize the years of service for our President/CEO, Cristina Peixoto, before she began her retirement. Cristina's retirement marks the beginning of a change for Spaulding for Children with two new presidents' beginning this journey together.

As the new President/CEO, I am excited to have been able to spend this past year celebrating with the agency, staff and families. In fact, I have spent the past 17 years of my career celebrating with Spaulding for Children. Way, way back in October of 2004, I began my journey at the agency as an intern, ready to dive in to any and all opportunities offered. And over the years Spaulding for Children has provided opportunities for situations that challenged me, given me times of growth and the ability to work and learn from the best of the best. I am who I am today because of what the staff and families taught me and from those who mentored me. From this, I gained a better understanding of how Spaulding for Children can continue to help families become stronger.

In 2023, we look forward to having the honor of working with our amazing Board, staff, and families. We hope to focus on continuing to collaborate with those in our community, because we know that when we pool our resources, our families will benefit. Spaulding for Children has a wealth of expertise, such as implementation of programs and training curriculums, and we know these resources can help build stronger communities. We thank all of those who worked with us throughout the year by volunteering, donating or collaborating. Your support is what helps us to build strong families and strong communities.

# OUR MISSION

Spaulding for Children is recognized as a leader in promoting policies and practices where differences are celebrated and leveraged to ensure our children, families and communities get the support they need to thrive. In partnership with families, communities, organizations, states and the nation, Spaulding for Children's mission is to assure that all children grow up in safe, permanent families and have the help they need to be successful in life.

## FOR EVERY CHILD, A FAMILY

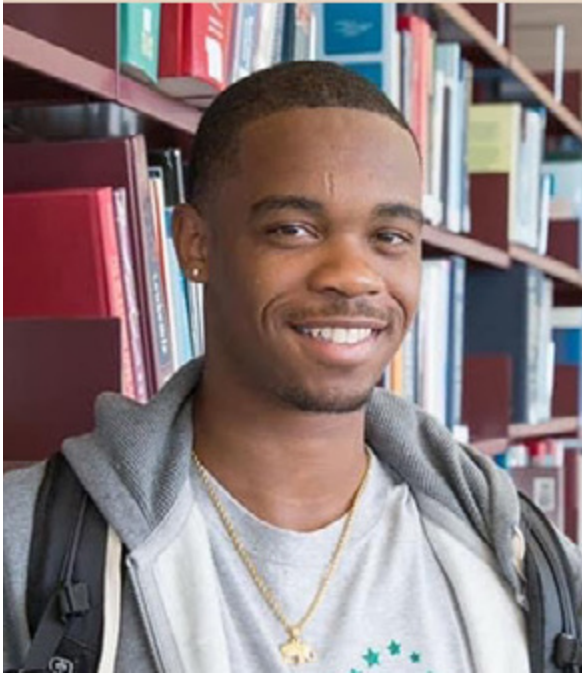
Spaulding for Children, a private, non-profit, COA accredited child welfare agency, was established in 1968 to find permanent and safe families for children. Spaulding's founders understood that families are essential to the healthy development of children. Throughout its history, Spaulding has developed solutions and services on behalf of families and children. Today, Spaulding develops and

provides research-based training curricula that the states, tribes and territories can use to equip those interested in becoming foster and adoptive parents. The agency also serves its local community and the Southeast Michigan region to support families involved in the child welfare system from pre- to post- adoption and guardianship.



# YOUNG MAN READIES TO SHAPE THE FUTURE

## ONCE FOSTER YOUTH AIMS FOR CAREER IN SOCIAL WORK



Willie Harris III

Willie Harris III holds himself to the highest standards. He expects the best out of life, so he gives his best to all he does.

Mr. Harris first developed the attitude to always give it his best as a 13-year-old child in foster care. Now 25, he prepares to soon share his approach to life with children currently in foster care when he begins his career as a Social Worker.

“It was the beginning of my education,” Mr. Harris said. “As I became older, I thought, ‘I might not get adopted. It was a fact, and I was angry at my situation, which impacted the homes in which I lived and my prospects for being adopted.

“The professionals I met through Spaulding helped me learn new ways to think about myself and what I was experiencing and feeling. They also helped me discover what I needed to know in order to take care of myself before I reached the age of emancipation. That motivated me; and, fortunately, I received guidance and mentorship from Spaulding.”

Spaulding for Children staff, professional counselors and adult mentors helped Mr. Harris discover life as an adult was more than working a job, no matter the pay or prestige. Keys to success as an adult includes planning, preparation and scheduling.

“They helped me develop skills through games and role playing,” Mr. Harris recalled. “For example, they’d ask: ‘If you have this job and embark on that career, you can expect to make this amount of money each week.’ Housing, food, clothing and other costs were factored in. It was a very realistic simulation—an eye-opening experience—to discover what to expect in life as an adult.”

“They emphasized, of course, the role of education and the meaning of a diploma,” Mr. Harris said. “However, the most important concept I learned was ‘Integrity.’ I saw that most everything I do impacts my future and that of those around me. They count on my word. And I must always live up to that responsibility.

## “The professionals I met through Spaulding helped me learn new ways to think about myself and what I was experiencing and feeling.”

As a foster child, Mr. Harris lived in several foster homes, hoping that one day he would be adopted and become part of a “forever family.” Unfortunately, like several thousand young people in foster care across the United States each year, Mr. Harris “aged out” of the system when he turned 18.

On Saturday, April 30, 2022 Willie Harris III graduated from Eastern Michigan University with a Bachelor’s Degree in Social Work.

“Almost at once, the Dearborn resident began his job search. Willie’s former case worker was there to celebrate his accomplishment.”

“Whether in a residential setting or a foster home, foster youth don’t always get the help they need,” Mr. Harris said. “Young people in foster care need to know that their education is obtainable. I went to Macomb Community College for my first two years. At school, your background, ethnicity

and statistics don’t matter. Learning is what counts. Just get a degree. It will make a big difference in life.”

Mr. Harris credits his mentors with developing the skills needed to succeed at college. Visualizing success, planning course loads, scheduling worktime, punctuality as a matter of routine, paying for tuition and books without borrowing or scholarships, and other responsibilities helped him gain confidence in himself.

“Nobody is ‘a nobody.’ I feel that all people should be treated fairly. Going through the program, I have developed a strong commitment to social justice, advocacy and policy. Policy brings real change to our nation and communities. We need to apply resources to those whose voices are seldom heard.”

One thing above all was developing respect for his mentors helped him develop respect for all other people, Mr. Harris said. Part of that maturation process was learning how to forgive. Forgiveness shakes loose the judgemental mind, making it possible to hear and see what others are saying and doing. Forgiveness also helps one discover what really matters in human relationships.

## “The most important concept I learned was ‘Integrity.’ ”

“I was fortunate to learn who I am and what I need to do to live in this world,” Mr. Harris said. “I learned that ‘we can’ if first we say, ‘I can,’ and then we do all we can to make it so. Soon, I will make certain others who are in situations similar to what mine was, will learn that if I can do it, they can do it, too!”

# CHILD & FAMILY SERVICES DEPARTMENT

The programs in Child & Family Services consist of Foster Care, Adoption and Wendy's Wonderful Kids. Spaulding provided services to 228 children during the last fiscal year and 153 families. Child & Family Services continue to work with the community to support the children and families within our organization as well as in their neighborhoods. Spaulding celebrated the 2nd annual Trunk or Treat event. The event was open to the public and we had an amazing turnout. We hosted our first "Santa Shop" for children in all of Child & Family Service programs. This was volunteer led and allowed children to "shop" for all the special people in their lives.

The volunteers assisted the children in wrapping their amazing gifts so they could be opened and celebrated. Spaulding staff, board members, friends, family and community continued to provide support during the holidays and all 166 children were sponsored and provided gifts. Child & Family Services hosted a Back to School giveaway to assist families within the community and organizations to obtain needed supplies for school. In addition, Spaulding was able to continue its partnership with Detroit PAL and the Detroit Equity Coalition on Covid-19 and hold its 2nd annual Resource Fair.

## WENDY'S WONDERFUL KIDS (WWK)

Wendy's Wonderful Kids continues to work towards matching children available for adoption. During the last year they were able to celebrate successes for the children and 30% of the children on their caseload were matched with a family. Additionally, of those children 25% were able to achieve permanency.





# 2022 FACTS

For more than 55 years, we have been committed to families and children. Today, Spaulding is a national leader in developing and providing resources and training for foster and adoptive families and those who serve and support them.

In the last year, 228 children/youth received services and approximately 75% of caregivers were relatives. We served 153 families, including prospective and existing foster and kinship families.

**45%**

**CHILDREN REUNITED  
WITH PARENTS**

**43%**

**INCREASE IN COMPLETED  
ADOPTIONS  
FROM THE PREVIOUS YEAR**

**83%**

**FOSTER HOMES  
RETAINED**

**82%**

**CHILDREN DISCHARGED  
ACHIEVED PERMANENCY GOAL**

**19**

**SUPPORT  
GROUP  
SESSIONS  
FOR CAREGIVERS**

## HOW WE BUILT STRONG FAMILIES

- We partnered with the community to host fun outdoor events free to the public and families.
- We helped families by connecting caregivers to a peer network of support.
- We secured new funding that will focus on supporting kinship placement and engagement of youth.
- We worked to help families achieve permanency through returning home, adoption and guardianship.
- We supported other agencies with implementing new training to support families who are caring for teens.

# ACADEMY FOR FAMILY SUPPORT AND PRESERVATION

The four programs housed in the Academy are federal grants that are designed to have a macro level impact on child welfare systems across the nation. All of these projects are funded by the Children's Bureau. In these projects, Spaulding's footprint expands beyond the borders of Michigan.

## THE QUALITY IMPROVEMENT CENTER ON ENGAGING YOUTH IN FINDING PERMANENCY (QIC-EY)

The Quality Improvement Center on Engaging Youth in Finding Permanency (QIC-EY) was awarded to Spaulding for Children on October 1, 2021. Spaulding is conducting this cooperative agreement in partnership with the North American Council on Adoptable Children; the University of Washington; the New England Association of Child Welfare Commissioners and Directors; and, the University of Nebraska-Lincoln. This cooperative agreement is charged with advancing child welfare programs and practice to ensure that they are authentically engaging and empowering children and youth in child welfare throughout the U.S., especially in relation to permanency decisions. It is expected that the components and impact of the QIC-EY will bring about systemic changes in how children and youth are authentically engaged as reflected in intentional policy, practice, and culture shifts in 8 pilot sites.

The first year of the project was spent developing implementation supports needed to facilitate the work of the QIC-EY. From this work, the QIC-EY produced some great reports that provide insights on barriers to authentically engaging children and youth as well as practical information on how this can be done. Check out the reports at [www.qic-ey.org](http://www.qic-ey.org). Through this project, Spaulding hopes to make transformational changes that ensures children and youth have an agency in their life and are informed of decisions being made, prepared to be part of the decision making and given opportunities to make decisions. After all, who really is impacted the most both in the short and long term with these decisions.





**“I wish that I had a voice when I was younger...  
I really wish that I could have had a better childhood.**

I never played sports, I never got to play an instrument, I never took swimming lessons. Just all the things that people talk about, and it's just like, ‘Wow, you did that? I never did that.’ ... I felt like I lost my childhood card just for the things that I had to do or I had to endure throughout my childhood.”

–Person with Lived Expertise, interviewed by the QIC-EY

had a **voice** when I was y  
that I could have had a bette

# THE NATIONAL TRAINING AND DEVELOPMENT CURRICULUM FOR FOSTER AND ADOPTIVE PARENTS (NTDC)

## KEY MESSAGES

The National Training and Development Curriculum for Foster and Adoptive Parents (NTDC) was created for prospective and current foster and adoptive parents. This free resource has three components (classroom-based training, self-assessment and right-time training), all of which have been piloted and rigorously evaluated. The curriculum was also adapted to be more culturally relevant for American Indian Alaska Native families and for families who wanted to adopt private domestically and via the intercountry process.

Spaulding worked with EIGHT pilot sites to implement and evaluate the curriculum and took on two additional sites during the project who were willing to implement NTDC and provide feedback. The curriculum came available to the general public in June 2022. It is designed so that it can be taught in person or on a remote format.

## NTDC PROGRAM EVALUATION

NTDC evaluation data collected from the prior pilot sites confirms NTDC has had a positive impact on families.

- Participant competency gains are high. Participant post-tests showed improvement in 18 out of 18 themes with significant increase from pre to post-test. The highest improvement came in the following themes: Mental Health Considerations, Trauma Related Behaviors and the Impact of Substance Use.
- Participants are satisfied with the content being delivered. Participants rated their satisfaction using a 6-point Likert scale. A score closer to 6 indicates greater satisfaction: overall average satisfaction with the curriculum was 5.3.
- Participants felt that skills being taught were important. Participants recognized the content as highly important. They gave an average importance rating of 9.7 out of 10. The Separation, Grief and Loss skill of recognizing the signs of grief and loss underlying children's behavior was rated highest in importance.
- Right-Time trainings had a positive impact on participants' self-reported competency levels. Average rate of perceived competency increased on all questions. Overall, participants reported that they agreed that Right-Time trainings were relevant to their needs as well as applicable to real life and that they would recommend it to other parents. They indicated that they planned to use the information and skills learned.



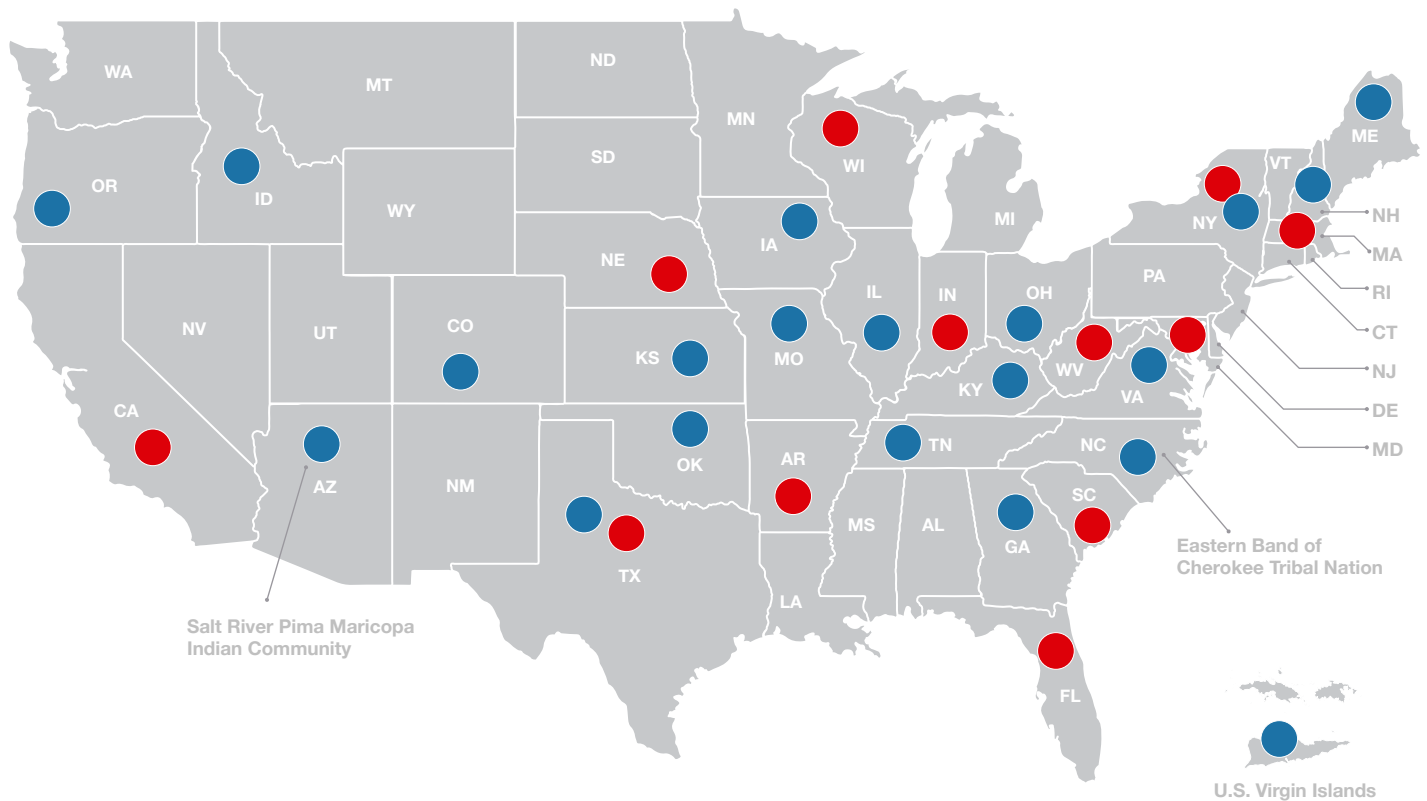
To date, over 4,000 parents who are fostering, adopting or caring for relatives participated in the NTDC classes. Many States, Tribes and Territories have already chosen to implement NTDC as their primary training for prospective foster and adoptive parents, as well as private agencies across the nation.

**● STATES & COMMUNITIES**

That Utilize NTDC: Maine, Oregon, New Hampshire, Idaho, Kentucky, New York, Texas, Iowa, Missouri, Ohio, Virginia, Colorado, Kansas, Illinois, Oklahoma, Georgia, Virgin Islands, Tennessee, Eastern Band of Cherokee Tribal Nation, and Salt River Pima Maricopa Indian Community

**● PRIVATE AGENCIES**

That Utilize NTDC: Arkansas, California, Florida, Indiana, Maryland, Massachusetts, Nebraska, New York, South Carolina, Texas, West Virginia and Wisconsin



## MINORITY PROFESSIONAL LEADERSHIP DEVELOPMENT PROGRAM

The Minority Professional Leadership Development Program (MPLD) is a 12-month fellowship designed for emerging minority leaders working in the adoption field. Each year, a cohort of 16 minority leaders across the nation are selected to participate. Fellows go through a rigorous program that is designed to enhance their skills related to transformational leadership, policy, programming and evaluation. Fellows identify an issue in their site that they would like to work on. Throughout the program, fellows gather data and research to assess the issue they identified and then implement an intervention that they think will address the issue. This work often leads to lasting changes within their state and sometimes in other states as well. All of the presentations are recorded and can be viewed by going to: <http://bit.ly/39yfDIJ>.

## MPLD FELLOWS

This year 13 fellows graduated in a ceremony in Washington D.C. where both the Assistant Secretary, Administration for Children and Families, the Acting Commissioner, Administration on Children, Youth and Families and the Associate Commissioner, Children's Bureau spoke to the fellows. The class of 13 fellows was also joined by the previous cohort who were not able to do a graduation in person due to COVID. Since the program started, over 50% of the fellows have been promoted since being in the program. As alumni of MPLD, fellows continue to receive on-going support, opportunities and networking with a growing number of influential leaders across the United States.



**QUOTES FROM MPLD FELLOWS:**

**“I am honored to have been selected and to have completed this program. It is life changing.”**

**“Thank YOU, this program has forever changed my life and career. I am extremely grateful and honored that I had this opportunity.”**

**“AMAZING, INSPIRING, UPLIFTING.”**

**Thank YOU, this program has forever changed my life and career. I am extremely grateful**

## THE NATIONAL QUALITY IMPROVEMENT CENTER FOR ADOPTION AND GUARDIANSHIP SUPPORT AND PRESERVATION (QIC-AG)

The National Quality Improvement Center for Adoption and Guardianship Support and Preservation (QIC-AG) implemented and evaluated evidence-based supports and interventions designed to achieve long-term, stable permanency in adoptive and guardianship homes. The QIC-AG ended in March 2022; however the project served

as a vital resource to help site develop comprehensive program for families who adopt or assume guardianship of a child. In addition to the eight pilot sites that were part of the QIC-AG, Spaulding has helped sites across the nation re-envision how they provide support to adoptive and guardianship families.





# SPAULDING INSTITUTE FOR FAMILY & COMMUNITY DEVELOPMENT

## KINDER-CARES

A five year project that will identify and refine the approaches and interventions which will improve the relationships and interactions that increases kinship family capacity, placement stability, permanency, shared parenting and family-focused well-being. These efforts must be guided by those with lived experience.

Highlights include:

- We have completed training designed to increase the capacity of our project staff and Macomb County DHHS staff to provide support to our Kinship Caregivers as well as the parents of the children in care.
- We have developed a working definition of Shared Parenting to assist the project in implementing our model.
- Conducted focus groups that will provide critical information for the project refinements. Focus groups included: Birth Parents, Foster Parents, Formal Kinship Caregivers, Foster Care Alumni, Children's Services Caseworkers & Supervisors.



## CORE TEEN

We continue to host Pennsylvania SWAN (Statewide Adoption and Permanency Network) online courses and will provide technical support. We continue to get requests to provide Train the Trainer session of our CORE Teen curriculum and will continue to explore the option of hosting the CORE Teen courses and other training sessions for other states/sites this year.



## A WORD ABOUT THOSE WHO HAVE HELPED US THIS PAST YEAR

Since our founding in 1968, Spaulding has become a national model in child-focused practice. Grants from private foundations and from the state and the federal government have all enabled Spaulding to contribute to positive changes in the child welfare system. We have developed a body of evidence-informed interventions designed to promote and support resiliency and stability for children and youth in foster care, guardianship and adoption.

We thank all the families, children, community and government partners, employees, board members, donors, supporters and volunteers who have helped us continue our work. It is because of you, Spaulding continues to hold true to the pioneers' goal of providing a safe and permanent family for all children in the foster care system with an expanded focus on well-being.

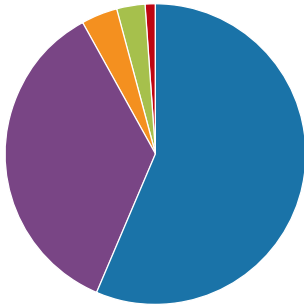
In addition to the work we do on behalf of children, families and organizations, we are proud to report in the past year we produced the Second Spaulding Resource Fair, in partnership with Detroit PAL. We presented Families in Bloom 2, a celebration of children and families at St. John's Banquet & Conference Center in Southfield.

We also were proud to host the inaugural Spaulding Scramble Golf Outing, a new fundraiser at the Farmington Hills Golf Club. The 2023 Spaulding Scramble will be held on September 9, 2023 at the same location. For additional information, go to [Spaulding.org/golf](https://Spaulding.org/golf) or contact Cheryl Gist at [cgist@spaulding.org](mailto:cgist@spaulding.org) or (947) 947-8467.

From left: Kevin Edwards (*Board Member*), Kristi Plain (*Board President*), Phillip Gist, Jr. (*Donor*) and Damion Jackson (*Golfer*)



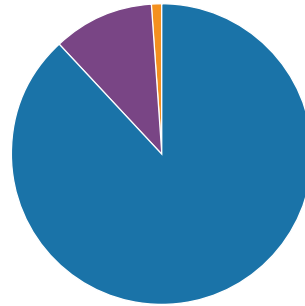
# FUNDING, SPENDING, SUPPORT



## TOTAL REVENUES

\$9,054,262

Government Grants	57%
Services	36%
Other	4%
Foundations	3%
Contributions	1%



## TOTAL EXPENSES

\$9,508,478

Programs & Services	88%
Management	11%
Development & Other	1%

## THANK YOU TO OUR SPONSORS

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# BOARD OF DIRECTORS

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*Board Treasurer*

Cristina Zatek  
*Board Secretary*

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Bruce A. Henderson, JD  
Rhonda Jordan-Phillips  
Deandre Lipscomb, Sr.  
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Kenneth Rice  
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Vicky R. Franklin  
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Ursula Graham  
Ian R. Grant, Sr.  
Sandra O. Kent  
James Krolik, PhD  
Crystal T. Smith  
Orlandus Smith, Sr.  
Willie L. Smith

Board Members from left: Edward Liversidge, Willie Smith, Kristi Plain, Crystal T. Smith, Verna Green, Ian Grant, Sr., Kevin Edwards and Alfred Jordan



# AGENCY LEADERSHIP

---

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*Vice President of the Spaulding Institute for  
Family & Community Development*

Melinda Lis  
*Vice President of The Academy for Family  
Support and Preservation*

Joanna Middleditch  
*Vice President of Finance*

Kristina Vaseau  
*Vice President of Child & Family Services*

**TO THE CHILDREN AND FAMILIES  
WE SERVE, YOU—THE SPAULDING  
COMMUNITY—MAKE ALL THE  
DIFFERENCE IN THE WORLD.**

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Leslie Cohen  
*Project Director*

Sue Cohick  
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*IPP Supervisor*

Lindsey Brock  
*Program Manager*

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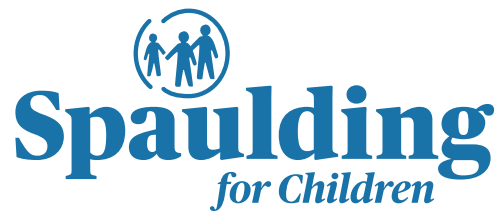
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*Project Manager*

Michael Quinn  
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