

Spaulding for Children

2023 Report To Our Community



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Spaulding for Children has been supporting families for 53 years.

Our 2023 Annual Report is Dedicated to

VEDA D. THOMPKINS

December 30, 1952 ~ December 4, 2023

The late **Veda D. Thompkins** was a passionate advocate for families in child welfare and a former foster parent with Spaulding for Children. Ms. Thompkins had long been a tireless worker and effective advocate for Michigan's foster parents and the children they nurture and love.

Serving more than 38 years as a licensed juvenile foster caregiver, Ms. Thompkins specialized in helping teenage boys and children who were in the foster care system. Ms. Thompkins had one biological daughter, adopted four children, and fostered many more.

Ms. Thompkins founded Families on the Move (FOTM) in 1989, a non-profit organization, to provide support and training for foster and adoptive families throughout the State of Michigan. She will be dearly missed by all who knew her.



Ms. Veda D. Thompkins

Voices of Inspiration

A Letter From a Foster Parent

Subject: Expressing Gratitude for Exceptional NTDC Training for Foster Parenting

To those who are focused on Foster Parent Training:

I hope this letter finds you in good health and hopeful for the future. I am writing to express my profound gratitude and satisfaction for the NTDC training that I had the privilege of undertaking as part of my preparation for foster care. The content and quality of this training exceeded my expectations and played an instrumental role in helping me navigate the challenges and responsibilities of foster parenting.

The comprehensive NTDC training provided me with a wealth of knowledge, insights, and practical tools that proved invaluable in preparing me for the unique journey of fostering a child. The examples, videos, and case studies that were incorporated into the training curriculum truly aided me in mentally preparing for the diverse situations I might encounter as a foster parent. These resources allowed me to approach my role with the right expectations, which in turn equipped me to manage the challenges I faced with greater effectiveness.

The initial weeks of welcoming a foster child into our home are undeniably pivotal, and I firmly believe that the NTDC training equipped me with the necessary skills and strategies to confidently

navigate this crucial phase. The trauma-informed approach advocated by the training not only enabled me to establish a strong bond with my foster child, it also facilitated a deeper understanding of his emotional needs. The training allowed me to adapt my parenting style to incorporate the trauma-informed care that he required, thereby fostering an environment of trust and support.

Our experience of fostering our son has been overwhelmingly positive, and I attribute a significant portion of this success to the NTDC training. The training provided theoretical insights and offered practical tools to ensure that our foster child remains connected to his biological family. Establishing rapport and building a trust-based relationship with his biological family has been crucial, and the strategies imparted by the training have proven to be invaluable in this endeavor.

“The initial weeks of welcoming a foster child into our home are undeniably pivotal, and I firmly believe that the NTDC training equipped me with the necessary skills and strategies to confidently navigate this crucial phase.”

While foster care undoubtedly presents its own set of challenges, I am convinced that the NTDC training has played a pivotal role in ensuring that I am better prepared to address these challenges. In moments of uncertainty, the lessons and techniques from the training

frequently come to mind, guiding me to make informed decisions that prioritize the well-being of my foster child.

I have felt compelled to spread the word about the exceptional quality of the NTDC training. I have actively recommended it to potential foster parents, as I believe that its powerful content can truly make a difference in the lives of both foster parents and the children they care for. However, I have learned that access to such impactful training is unfortunately not universal.

In light of this, I am writing to advocate for the expansion of NTDC training availability to potential foster parents across the state. My personal experience serves as a testament to the profound impact this training can have on individuals who aspire to become foster parents. By making this training widely accessible, we can ensure that more children in need are provided with a nurturing and trauma-informed environment, ultimately contributing to their well-being and future success.

Once again, I want to express my heartfelt gratitude for the invaluable NTDC training that has enabled me to be a more effective and compassionate foster parent. Your commitment to enhancing the quality of foster care through comprehensive training programs is truly commendable, and I hope that my advocacy for its wider dissemination finds resonance within the DCFS community.

Thank you for your time and consideration. I look forward to witnessing the positive impact of the NTDC training expanding to reach more potential foster parents and the children they serve.

Sincerely,

Laura Lindberg, Current Foster Parent



Ms. Laura Lindberg



Melissa Jenovai
Spaulding for Children
President/CEO



Kristi Plain
Spaulding for Children
Board of Directors President

A Message From Our Presidents

Spaulding for Children's leaders report...

The remarkable Spaulding for Children Board of Directors say, and demonstrate, that they believe in the mission and vision of the agency. This has been shown by their dedication to ensuring that the agency has a diverse and talented group of board members. The board has personally donated \$30,130 and brought in external support in the amount of \$36,629. Grants used to support the agency, as solicited by board members, totaled \$15,000 of support. These funds worked to support agency events, such as the Resource Fair.

The staff at the agency are also committed to the work of Spaulding for Children. This year we honored a total of 13 staff members for their years of service, starting at one year of service all the way to 30 years. For the record, we had a total number of 113 years of service among those celebrated. We work hard to develop a unique culture that supports and retains staff over the years.

What does this say about the incredible opportunities ahead?

As we reflect on the accomplishments of the past year, our gaze turns eagerly towards the horizon, where the future unfolds with exciting opportunities and boundless potential. In the coming year, we envision a journey marked by innovation, collaboration, and sustained growth.

Embracing emerging trends and leveraging our strengths, we are poised to explore new avenues and expand our impact. With a commitment to excellence and a spirit of adaptability, we look forward to unlocking fresh possibilities, including a new strategic plan, which will guide our work in the years to come.

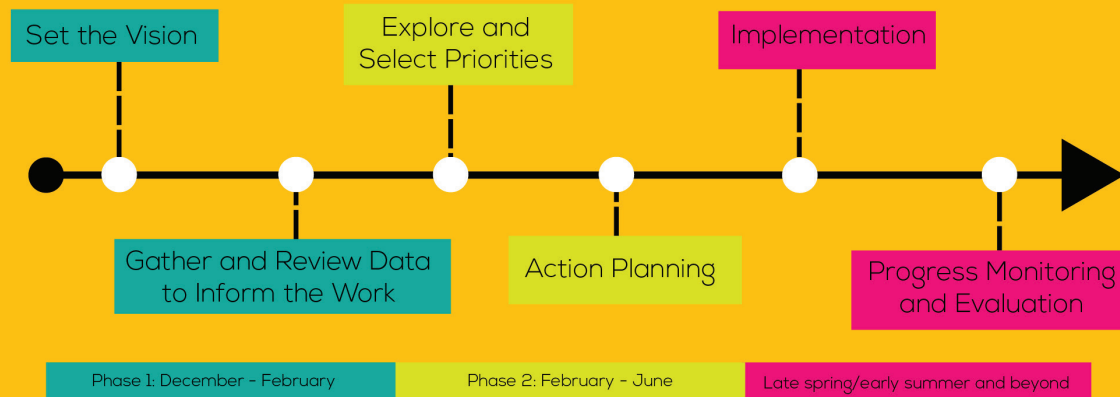
With support from Michigan Public Health Institute (MPHI) 2024 will start with bringing agency staff and Board together to develop the strategic plan.



Kevin Edwards, Spaulding for Children
Board Secretary, **Kimika Edwards,**
Delonaka "Lonnie" Edwards,
Michigan First Credit Union
Chief Operations Officer &
Spaulding Scramble Sponsor,
and **Luke Edwards IV.**

Making Vision Into Reality

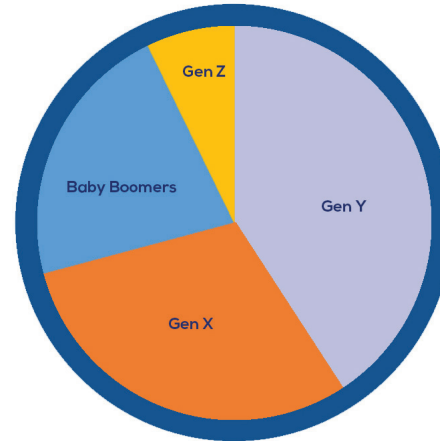
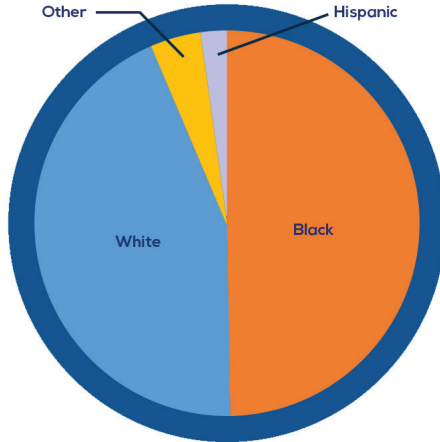
Strategic Planning Overview



MPHI will facilitate Spaulding for Children's progress through these steps during scheduled meetings with subgroups of staff and partners.

Our Staff and Management Team

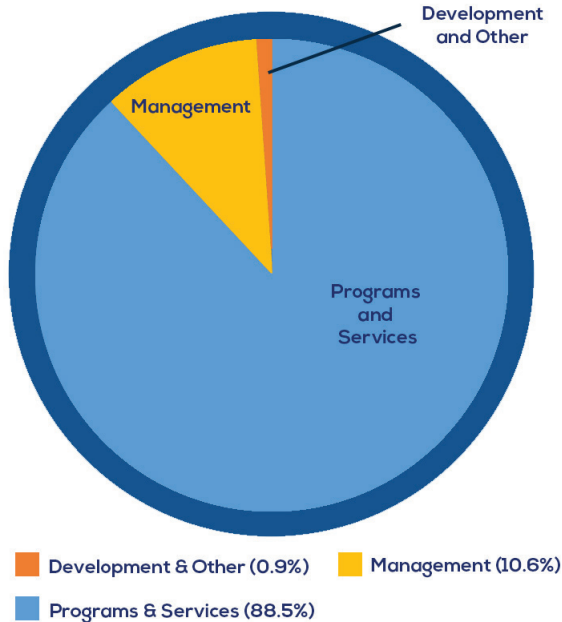
2023 Staff - By the Numbers



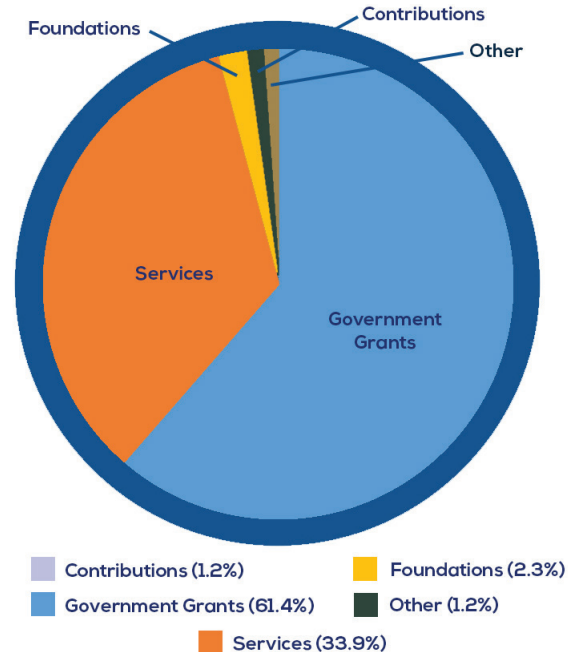
- **80% Rate of Staff Retention**
- **69% of current management staff are the result of internal promotions**
- **46 Staff Members: 23 Black, 20 White, 2 Other, 1 Hispanic**
- **39 events/celebrations with/for staff**

FUNDING, SPENDING & SUPPORT

2023 Spending = \$10,584,864



2023 Funding = \$11,231,824.29



How We Built Strong Families

- We held a total of five events throughout the year that were free to our families and three of the events also were open to the community.
- We helped families by connecting caregivers to a peer network of support through monthly meetings.
- We trained staff on the Trust Based Relational Intervention-TBRI® to provide critical skills centered on connecting and empowering.
- We secured new funding that will focus nationwide on Post Adoption Support for States, Tribes and Territories.
- We organized a successful golf outing where proceeds will be used to provide critical support to families, such as providing transportation.
- We developed new partnerships, locally and nationally, to work together on current and upcoming projects.

Child and Family Services

The programs in Child & Family Services consist of **Foster Care**, **Adoption** and **Wendy's Wonderful Kids**.



Dave Thomas
Foundation
for Adoption®

Wendy's Wonderful Kids®

Wendy's Wonderful Kids is a grant funded project from the **Dave Thomas Foundation for Adoption** that supports staff trained on Child-Focused recruitment.



In 2023, we held an **Open House** event at Spaulding for Children and connected families to free resources in the community with eight different providers in attendance.

In Our Work, We Also...

Celebrated together at the annual and in-person **Ice Cream Social** with 148 attendees.



Organized and presented the annual **Resource Fair** at the Corner Ballpark with staff and board members, including a school supply and backpack giveaway with 75 registered attendees and 20 volunteers.

Provided, **with support from our community**, Christmas gifts for 166 children and youth, hosted a holiday celebration, and created a Santa Shop for children, youth and families.



2023 FACTS



210 families

Approximately 210 families
received services from
Spaulding for Children.

8%

Increased adoptions by 8%
as compared to 2022.

11 reunifications

11 children/youth were
reunited with parents.

60%

Wendy's Wonderful Kids
Recruiters exceeded their
goal for adoptions by 60%.

10 months

Average of 10 months
to reunification

KINDER-CARES

Cooperative Agreement with
The Children's Bureau



**KINSHIP NETWORK
DEVELOPMENT,
EMPOWERMENT AND
RESILIENCE – CONNECTION
AND RELATIONSHIP
ENHANCEMENT THROUGH
SHARED PARENTING**

kinder-cares.org

Kinder-Cares provides an array of kinship preparation services and on-going kinship supports, focused on families in Macomb County, Michigan. The overarching goal of this project is to improve support for kinship caregivers, which we believe will ensure the safety, permanency, and well-being of families long term.

In 2023, we worked to transition an in-person training to an online series available through a training portal that is designed to support reunification and focus on strengthening the family system.

The program also onboarded the Spaulding for Children Child and Family Services Team to provide enhanced kinship services to eligible families in Macomb County. This will increase the capacity and allow the project to serve additional families. There are plans to continue this expansion to another agency in FY 24.

MPLD

Cooperative Agreement with The Children's Bureau



MINORITY PROFESSIONAL LEADERSHIP DEVELOPMENT

adoptuskids.org

The Minority Professional Leadership Development (MPLD) program is a 12-month program designed for emerging minority leaders working in the child welfare field. The structured program includes hands-on experience, exposure to national experts, and mentorship opportunities. Each year, emerging leaders are selected through a competitive process.

In 2023 we...

- recruited the largest cohort to date for the program
- held an in-person kickoff and graduation for the program.

Spaulding for Children also helped sustain a network of professionals by organizing the second "All Alumni Meeting" for MPLD graduates.

NTDC

Cooperative Agreement with
The Children's Bureau



**National Training and
Development Curriculum**
FOR FOSTER AND ADOPTIVE PARENTS

The National Training and Development Curriculum (NTDC) is based on research and input from experts, families who have experience with fostering or adopting children, and former foster and adoptive youth. The curriculum consists of three components that help to prepare and provide ongoing development for parents who want to foster or adopt.

In 2023, additional funding was provided to evaluate the curriculum delivery in person, and to continue to expand efforts to highlight the successes and lessons learned from the project's evaluation.

This year, the American Bar Association held a webinar with over 500 attendees where sites identified use of this curriculum as a success for helping to support reunification.

The project also added a component of Subject Matter Expert Webinar Series. The first two sessions examined Fetal Alcohol Spectrum and Maintaining Family Connections; the webinars were attended by more than 265 participants.

Evaluation highlights were shared during an all-site, in-person meeting held in July 2023. Data from the pre- and post-test of participants showed an increase in 100% of the competencies of the curriculum themes.

**NATIONAL TRAINING
AND DEVELOPMENT
CURRICULUM FOR
FOSTER AND ADOPTIVE
FAMILIES**

ntdc-portal.org

QIC-EY

Cooperative Agreement with
The Children's Bureau



**QUALITY IMPROVEMENT CENTER
ON ENGAGING YOUTH IN
FINDING PERMANENCY**

The Quality Improvement Center on engaging youth in finding permanency 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.

In 2023, we recruited eight sites to be the pilots for this project and were on-boarded.

Also, four lessons were released, including an interactive tool that workers can use to listen to real-life examples of how children and youth in the child welfare systems can be authentically engaged.

The QIC-EY catalog was released this year and is available to the public. The catalog contains promising and evidence informed practices that focus on child and youth engagement.

The project also has a workforce training of 12 modules that launched in December 2022. The training was fully adapted so that it would be relevant to Tribal Nations.



**QUALITY
IMPROVEMENT CENTER
ON ENGAGING YOUTH**

qicey.org

2nd
SPAULDING
SCRAMBLE
Spelled
"Success"



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Consulting, LLC**



**GREGORY
TERRELL
& COMPANY**



Thanks to Those Who Helped Us in 2023

Your Support Means All the Difference in The World

A Jor-Dan Consulting, LLC

Sandy Aller

Dorothy Alexander

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Kimika Edwards

LaTanya Edwards

Kevin Edwards, Sr.

Emily Eichenhorn

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Exclusive Cleaning Services

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Laura Fish

Jeff Fitzzyk

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Franklin Cider Mill

Nicole Gambrell

Ioanna Garrisi

Latrice Gault

Deborah Germany

Cheryl Gist

Kristina Glisson

Colett Goleniak

David Graham

Ian & Tanji Grant

Verna Green

Michelle Greene

Gregory Terrell & Company

Alisha Hamblin

Krista Harris

Maria Haugabook

Bruce & Victoria Henderson

Kris Henneman

Holiday Market - Royal Oak

Home City Ice

Bree Hoski

Cassie Hutson

Lisa Jacques-Carroll

Adam & Melissa Jenovai

Catherine Jenovai

Joannis, Inc

Margaret Johnson

Melody Johnson

Belinda Jones

Alfred & Rita Jordan

Rhonda Jordan-Phillips

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Peak Management
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Jamie Stiffler
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Mariellen Supanich
Julia Swartout
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Diana Tedesco

Margaret Terrien
Sarah Terrien
The City of Farmington Hills
The Pines Restaurant
The Takers Bowling Team
Adrianna Thomas
Mercedes Thomas
Rebecca Thompson
Melissa Thun
Perry Tice, Jr.
Sharonda Tolliver
Svetra Tucker
Nyiemah Twyman
Umoja Fine Arts Gallery
Urban Unify CDC
Tyler Vandeberghe
Kelly Vandenbrooks
Kristina Vaseau
Katherine Ward
Jake Warner
Susan Wedda
Wendy's DMA
Michelle West
Western Market
Geraldine Whiteside
Wize Choice Promotions
Susanna Wolf
Carrie Wolocko
Lee Yambura
Mike & Amanda Youngblood
Cristina Zatek
Stewart Zellars

BOARD OF DIRECTORS



From left to right: **Alfred Jordan**, Board Member; **Melissa Jenovai**, Agency President/CEO; **Kristi Plain**, Board President; and **Willie L. Smith**, Board Treasurer.

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Rodenna Miggins

Board Vice President

Willie L. Smith

Board Treasurer

Kevin Edwards

Board Secretary

Melissa Jenovai

Agency President/CEO

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Sandra O. Kent

Dr. James Krolik

Joanne Nicholson

Orlandus Smith, Sr.

AGENCY LEADERSHIP



From left to right: **Kristina Vaseau**, VP of Child & Family Services; **Jennifer Land**, IPP Supervisor; and **Stacey Mason-Oakes**, Program Manager.

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Melissa Jenovai
President/CEO

Kris Henneman
Vice President of the Spaulding Institute for
Family & Community Development

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

Doretha Morgan
Vice President of Finance

Kristina Vaseau
Vice President of Child & Family Services

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Jamie Bozarth

Human Resource Director

Laureen Toni Ligon

MPLD Director

Jaleise Hall

Project Manager

Kelly Burdell

CFS Program Director

Kristina Borrego

IPP Supervisor

Jennifer Land

IPP Supervisor

Leslie Cohen

Project Director

Lindsey Brock

Program Manager

Stacey Mason-Oakes

Program Manager

Sue Cohick

Project Director

Sharon Corpolongo

Office Manager


Michael Quinn

Network Administrator

Please visit Spaulding.org for a detailed list of our leadership.

To the Children and Families We Serve:

YOU – The Spaulding Community – Make All The Difference in the World.



Spaulding *for Children*

Stronger Families Build Stronger Communities



Please connect with us:

www.linkedin.com/company/57113
www.facebook.com/spauldingforchildren



In partnership with families, communities, organizations, states and the nation, the mission of Spaulding for Children is to assure that all children grow up in safe, permanent families and have the help they need to be successful in life.

Spaulding for Children
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SPAULDING.ORG