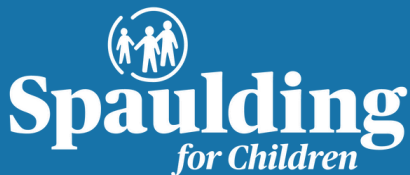


Annual Report 2024



In partnership with diverse communities, Spaulding for Children's mission is to develop and integrate revolutionary and innovative programs that provide families the support needed to enhance the care of children and youth with the pursuit of permanency.

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DEDICATION

This annual report is dedicated to a dearly missed member of the Spaulding for Children team, Michael Quinn. In July 2024, we received the unexpected news of Mike's passing after 20 years of dedicated service. He was an exceptional colleague, and his absence is deeply felt.

Mike was the heart of our IT/Network department, keeping everything running smoothly every day—a monumental task.

He was kind, generous with his time, and treated each person at the agency as though their issue was his top priority.

Whether it was user error or an equipment malfunction, he never made anyone feel less than capable. He could often be seen going from desk to desk, patiently troubleshooting and ensuring that every problem was resolved.



HONORING MICHAEL QUINN

Mike greeted everyone with a smile, a laugh, and a story. I miss hearing his thoughts on the latest iPhone release or a new AI platform. He would be thrilled to know that after writing this dedication, I used AI to give it a once-over for grammar—something he would have found amusing.

There will truly never be another like Mike. To honor his legacy, the staff created a new award, first presented in 2024, called the Like Mike Award. The recipient receives a trophy and a pizza gift card—because if you knew Mike, you knew how much he loved his pizza. This award recognizes someone who demonstrates outstanding commitment to the agency and is always willing to help others.

For many years, Mike was a staple at every family event, helping with planning, setup, working the event, and staying until the very last cleanup. His legacy will live on at Spaulding, year after year, as we continue to honor his spirit with the Like Mike Award.

Thank you, Mike, for all that you did for us. You will always be remembered.

LETTER FROM OUR PRESIDENTS



**Melissa
Jenovai**
PRESIDENT/CEO

As we reflect on our past year ...

At Spaulding for Children, our mission is more than words—it is a deep and unwavering commitment to serving children, youth, and families with compassion, dedication, and integrity. In 2024, we witnessed this commitment in action through the generosity, service, and collaboration of our entire Spaulding community.



Kristi Plain
BOARD
PRESIDENT

Our Board of Directors demonstrated their steadfast support by personally or soliciting donations totaling \$60,597.83 and dedicating countless hours to volunteer service.

The strength of Spaulding for Children lies in the collective efforts of our board, volunteers, caregivers, and staff—***ensuring that every child and caregiver receives the resources, care, and support they need to thrive.***

We are deeply grateful for the continued support of our community. Together, we will keep working to ensure that every child, youth, and family we serve has the opportunity to build a brighter, more secure future.

CORE VALUES

1

Compassion: Treat each other and families with compassion and respect, recognizing that different situations demand flexible and varied approaches.



2

Collaboration: Work with families to build trusting relationships and use teamwork to achieve common goals.

3

Awareness: Staff should be open and able to view differences, they should not use their own experiences and background as a major guide when working with each other and with families.

STAFF & LEADERSHIP

ANNUAL THEME:

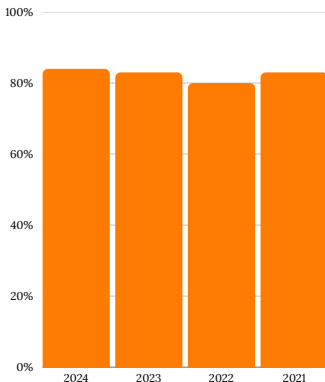
Around the World – Then & Now

This year, the Employee Retention Committee and Leadership Teams organized more than 30 engaging events that strengthened our workplace culture, fostering connections and shared experiences throughout the year.



STACEY OAKES

Employee of the Year



EMPLOYEE RETENTION

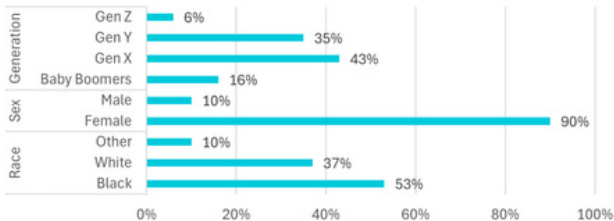
- 84% retention across more than 45 employees
- Celebrated years of service for 13 staff members
- Celebrated years of service for staff totaling 358 years combined

STAFF & LEADERSHIP

- **Monthly Birthday Celebrations:** Travel-themed birthday videos included favorite destinations, bucket-list locations, and historical eras they'd love to visit.
- **Team-Building Activities:** Twelve themed monthly activities.
- **Staff Gatherings:**
 - Summer Picnic
 - All Staff Meeting
 - Holiday Party



DEMOGRAPHICS



FINANCIAL & SUPPORT SUMMARY

Academy/Spaulding Institute

59.5%

Management/General

9.8%

Community Relations/
Development
0.7%

Child & Family Services

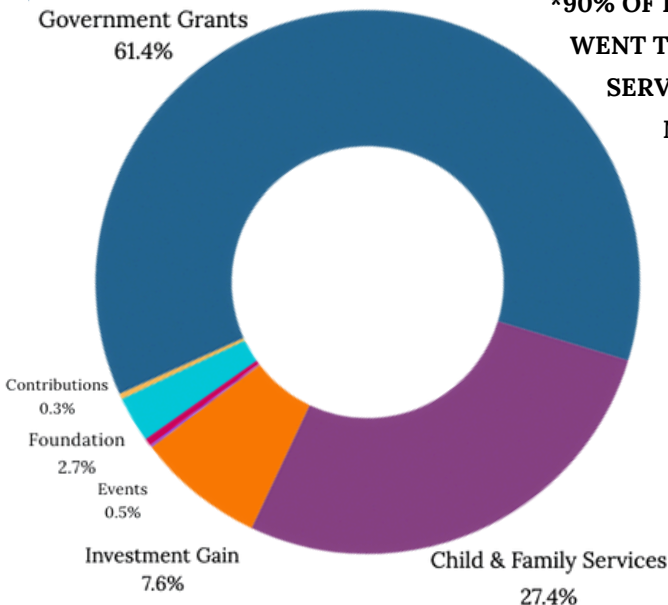
30.1%

**2024 Expenses
= \$14,051,748**

FINANCIAL & SUPPORT SUMMARY

2024 Funding = \$15,752,493

***90% OF FUNDING
WENT TOWARDS
SERVING OUR
MISSION**



FAMILY & COMMUNITY

2024 FAMILY EVENTS

- Monthly Parent Empowerment Group for Foster Families
- Ice Cream Social
- Roller Skating
 - (Back to School event)
- Trunk or Treat
- Santa Shop & Holiday Party
 - Sponsored by MASCO



COMMUNITY & RETENTION EVENTS

TRUNK OR TREAT

Our annual Trunk or Treat event was open to caregivers, families, the community and welcomed guests to learn more about Spaulding for Children.



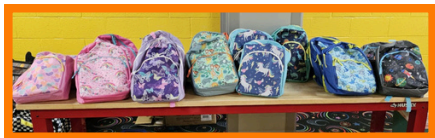
FAMILY & COMMUNITY

271

**VOLUNTEER
HOURS**

VOLUNTEERS

Spaulding for Children would not be able to accomplish our mission without the dedication of our volunteers. In 2024, volunteers served more than 271 hours supporting families.



CHILD & FAMILY SERVICES

98

Families received services from Spaulding for Children

121

Children received services from Spaulding for Children

62

Caregivers supported by Spaulding for Children

CHILDREN REACHING PERMANENCY

9 Reunifications

11 Adoptions

2 Guardianships



CHILD & FAMILY SERVICES

FOSTER CARE

Every child needs a family that will provide for their safety, permanence and well-being – based on this philosophy, Spaulding for Children, a private, non-profit foster care agency recruits and licenses foster parents, and supports kinship families to care for children who have been abused and neglected and are placed in the public Child Welfare system.



ADOPTION

Spaulding for Children believes that there is no such thing as an unadoptable child. Services provided to families include case management, home based visitation, education and training, support groups, information and referral, and opportunities to participate in Agency sponsored activities.

CHILD & FAMILY SERVICES



Our mission:
serve kinship
care families.

Spaulding for Children partnered with the MSU Kinship Care Resource Center (KCRC) by hiring a full-time Kinship Navigator with lived kinship caregiving experience to staff KCRC's Warmline (800-535-1218). With 54,000 children in Michigan being raised by relatives—90% outside the child welfare system—many caregivers struggle to access vital resources. Through this partnership, Spaulding is engaged in Michigan's statewide delivery of Kinship navigation efforts by helping connect families to essential supports, including food, utilities, legal guidance, and healthcare access.

Wendy's Wonderful Kids (WWK) is a signature program of the Dave Thomas Foundation for Adoption, a nonprofit public charity dedicated to dramatically increasing the number of children waiting to be adopted from foster care in the United States and Canada.



Dave Thomas
Foundation
for Adoption®

**Wendy's
Wonderful Kids®**

SPAULDING TRAININGS



CRITICAL
ONGOING
RESOURCE FAMILY
EDUCATION

CORE Teen is a state-of-the art curriculum for current and prospective foster, adoptive and kinship caregivers who are or will be raising older youth from foster care who have moderate to severe emotional and behavioral challenges. CORE Teen can also be used in post-permanency programs to support adoptive parents and guardians as they journey into parenting older youth. It is available and free to use in any community. Visit **COREteen.org** to discover more today.



CORE Teen equips caregivers to be better prepared to facilitate healing and recovery and promote the social and emotional well-being of older youth who have experienced trauma and maltreatment.

DEVELOPMENT & FUNDRAISING

2024 - THIRD ANNUAL SPAULDING SCRAMBLE

- Sold-out sponsorships
- Sold-out golfer spots
- **Gross \$82,434.60 | Net \$59,198.13**
- *Almost \$12,000 over our previous year's net!*

SAVE THE DATE!

2025 SPAULDING SCRAMBLE

SEPTEMBER 6, 2025
8:30 SHOT GUN START

FARMINGTON HILLS GOLF CLUB
37777 11 MILE CT
FARMINGTON HILLS, MI 48335



SPAULDING SCRAMBLE
REGISTRATION

GRANT PROGRAMS



KINDER-CARES

Cooperative
Agreement with the
Children's Bureau

Kinder-Cares provides an array of kinship preparation services and ongoing kinship support focused on families in Macomb County, Michigan.

kinder-cares.org

In 2024, the KINDER-CARES supported 68 kinship caregivers, ensuring children could remain with extended family in stable environments.

The MPLD program is a 12-month program designed for emerging 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. **adoptuskids.org**



MPLD

GRANT PROGRAMS



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 NTDC site now serves nearly 15,000 users. **ntdportal.org**

In 2024, Spaulding for Children completed the Spanish translation of the NTDC caregiver training program, increasing accessibility for Spanish-speaking families.



QUALITY IMPROVEMENT CENTER ON ENGAGING YOUTH IN FINDING PERMANENCY

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. **qic-ey.org**

GRANT PROGRAMS



NATIONAL CENTER FOR ENHANCED
Post-Adoption Support

The National Center for Enhanced Post-Adoption Support (The Center) is a hub for post-adoption expertise and evidence-informed training and technical assistance services in support of States, Tribes and Territories located across the United States. The program is in partnership with and Funded by the Department of Health and Human Services, Administration for Children & Families, Children's Bureau. **postadoptioncenter.org**



CORPORATE PARTNERS

MASCO

MASCO is a generous partner donating resources and funds to Spaulding for Children. MASCO was the sponsor of our 2024 Trick or Treat event as well as donated a total of \$40,000 over the past three years.



WENDY'S



Wendy's Detroit Area Franchise Owners have collectively donated more than \$30,000 to Spaulding for Children over the past three years. In addition to being the Presenting Sponsors of the annual Spaulding Scramble, Wendy's key leaders and staff consistently choose Spaulding for Children as a recipient of volunteer hours and support resources.

BOARD OF DIRECTORS

EXECUTIVE TEAM

Kristi Plain

Board President

Rodenna Miggins

Board Vice President

Willie L. Smith

Board Treasurer

Kevin Edwards

Board Secretary

REGULAR MEMBERS

- Jeffery M. Bryngelson
- David A. Graham III
- Alfred Jordan
- Deandre Lipscomb, Sr.
- Deborah A. Peay Wilson
- Crystal T. Smith
- Dave Super
- Tejuan Yelder
- Cristina Zatek

AMBASSADOR MEMBERS

- Nancy A. Crawford
- Tamika Davis-Moore
- Vicky R. Franklin
- Ursula Graham
- Ian R. Grant, Sr.
- Bruce A. Henderson, JD
- Rhonda Jordan-Phillips
- Sandra O. Kent
- James Krolik, PhD
- Edward Liversidge
- Joanne Nicholson
- Orlandus Smith, Sr.

2024 BOARD SUPPORT
\$60,597.83

MANAGEMENT TEAM

Melissa Jenovai

President/CEO

Kris Henneman

VP, The Spaulding Institute

Melinda Lis

VP, The Academy

Doretha Morgan

VP, Finance

Kristina Vaseau

VP, Child & Family Services

Jamie Bozarth

Human Resource Director

Kelly Burdell

Child & Family Services

Program Director

Leslie Cohen

Project Director

Sue Cohick

Project Director

Toni Ligon

MPLD Director

Lindsey Brock

Program Manager

Sharon Corpolongo

Office Manager

Jaleise Hall

Project Manager

Stacey Oakes

Program Manager

Kristina Borrego

IPP Supervisor

Jennifer Land

IPP Supervisor

*To the Children and Families We Serve:
YOU – The Spaulding Community
Make All The Difference in the World.*

STAFF TESTIMONIALS

“

Spaulding provides an environment of passionate professionals who understand the significance of our work and are dedicated to doing right by kids.

”

“

I love working at Spaulding for Children. We really care about our children, the families we serve and one another.

”

“

From day one, I've always been made to feel like I belong. I love the ERCC monthly events that include everyone from on-site to remote.

”



THANK YOU TO OUR SPONSORS



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EMERYHR

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YEO & YEO



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complete
of Michigan



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THE WHITMORE TEAM
AT MORGAN STANLEY



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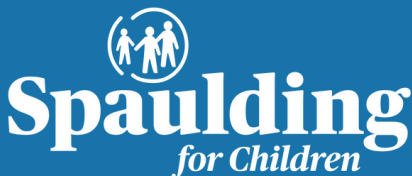
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[SPAULDING.ORG](https://www.spaulding.org)



[CORETEEN.ORG](https://www.coreteen.org)

[KINDER-CARES.ORG](https://www.kinder-cares.org)

[NTDCPORTAL.ORG](https://www.ntdcportal.org)

[QIC-EY.ORG](https://www.qic-ey.org)

[POSTADOPTIONCENTER.ORG](https://www.postadoptioncenter.org)



CORE:Teen



National Training and
Development Curriculum
FOR FOSTER AND ADOPTIVE PARENTS



KINDER-CARES



QUALITY IMPROVEMENT CENTER
ON ENGAGING YOUTH IN
FINDING PERMANENCY



NATIONAL CENTER FOR ENHANCED
Post-Adoption Support