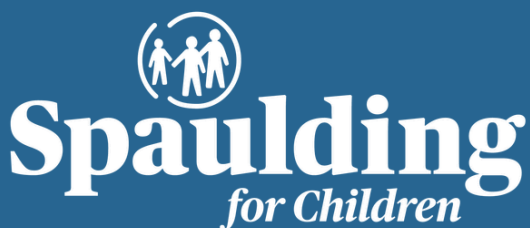


2025 ANNUAL REPORT



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

Sandra O. Kent

Board Member Emeritus, Spaulding for Children

Sandra O. Kent joined the Spaulding for Children Board of Directors in 1997 and was honored as a Board Member Emeritus in 2025, due to her significant contributions to the organization.

In the early 2000s, she became a dedicated Spaulding Partner, raising funds in memory of her late son and hosting events that engaged family, friends, and business colleagues.

She is the former president and founder of the Women's Economic Empowerment Group, Inc. (WEEG), established in 1998. Her career reflects a successful transition from health care to food distribution and contract administration, providing services for Detroit casinos, health care systems, jails, and the City of Detroit.

Sandra has demonstrated long-standing leadership in professional and civic organizations. She is the past national president of CARATS, Inc., and a member of Sigma Theta Tau, Chi Eta Phi Nursing Sorority, Detroit Black Nurses Association, Mercy Women in Management, and the Detroit Chapter of the United Negro College Fund.

Ms. Kent holds a Master of Science in Administration from Central Michigan University and a Bachelor of Science in Nursing from the University of Detroit.

Thank you, Sandra, for your dedication, service, and unwavering support to the children, youth, and families of Spaulding for Children.



FROM OUR PRESIDENTS

As we reflect on 2025, we are deeply grateful for the supporters, partners, and champions who made our work possible. Because of you, Spaulding for Children continued to walk alongside families with care, compassion, and an unwavering commitment to helping children thrive.

This year, your support allowed us not only to serve families in meaningful ways, but also to create moments of joy and connection.

From everyday support to new shared experiences, including opportunities like attending a Detroit Tigers baseball game and U of M and EMU basketball games together, we were reminded that ***healing and growth happen not just through services, but through community and belonging.***

2025 was also a year of important transition and opportunity. With the conclusion of the national NTDC grant, Spaulding embraced a new chapter by launching our Train the Trainer program. Spaulding remains committed to supporting the development of foster and adoptive caregivers resulting in a launch of our Train the Trainer program serving all 50 states, tribes and territories.

None of this would be possible without you.

Thank you for being part of our story and for helping us make a lasting difference in 2025 and beyond.



Melissa Jenovai
PRESIDENT/CEO

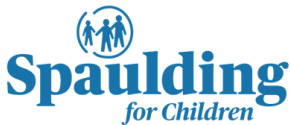


Kristi Plain
BOARD PRESIDENT

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.

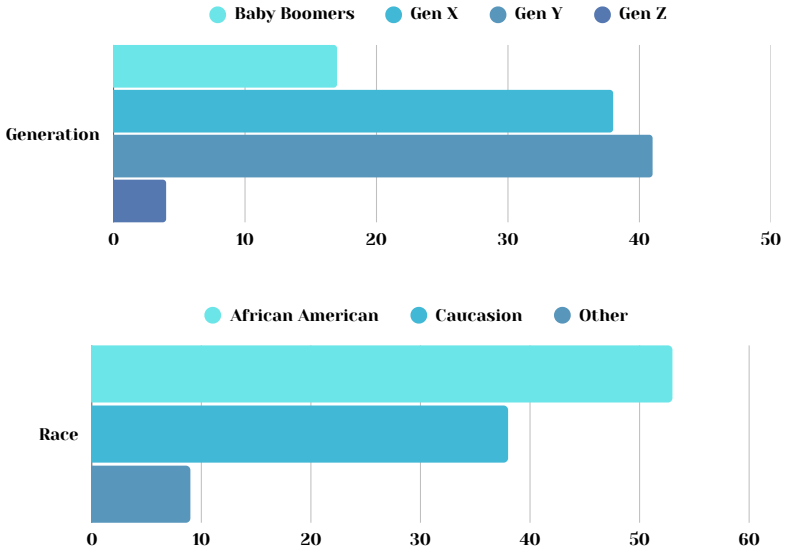
3

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.

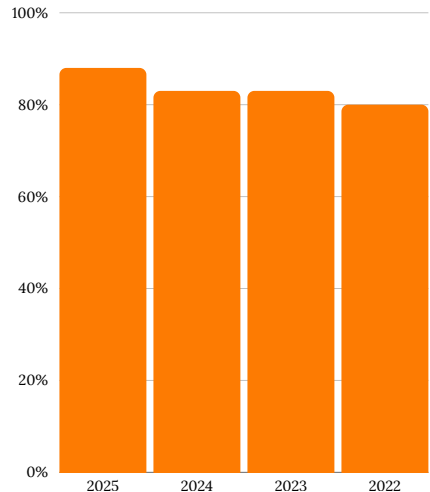


OUR TEAM

DEMOGRAPHICS



- **88% retention across more than 47 employees**
- **Celebrated years of service for staff totaling 373 years combined**



EMPLOYEE RETENTION

OUR TEAM



ANNUAL TEAM-BUILDING ACTIVITIES

- Twelve themed monthly activities
- Summer Picnic
- All Staff Meetings
- Holiday Party

EMPLOYEE OF THE YEAR



Sarah Terrien

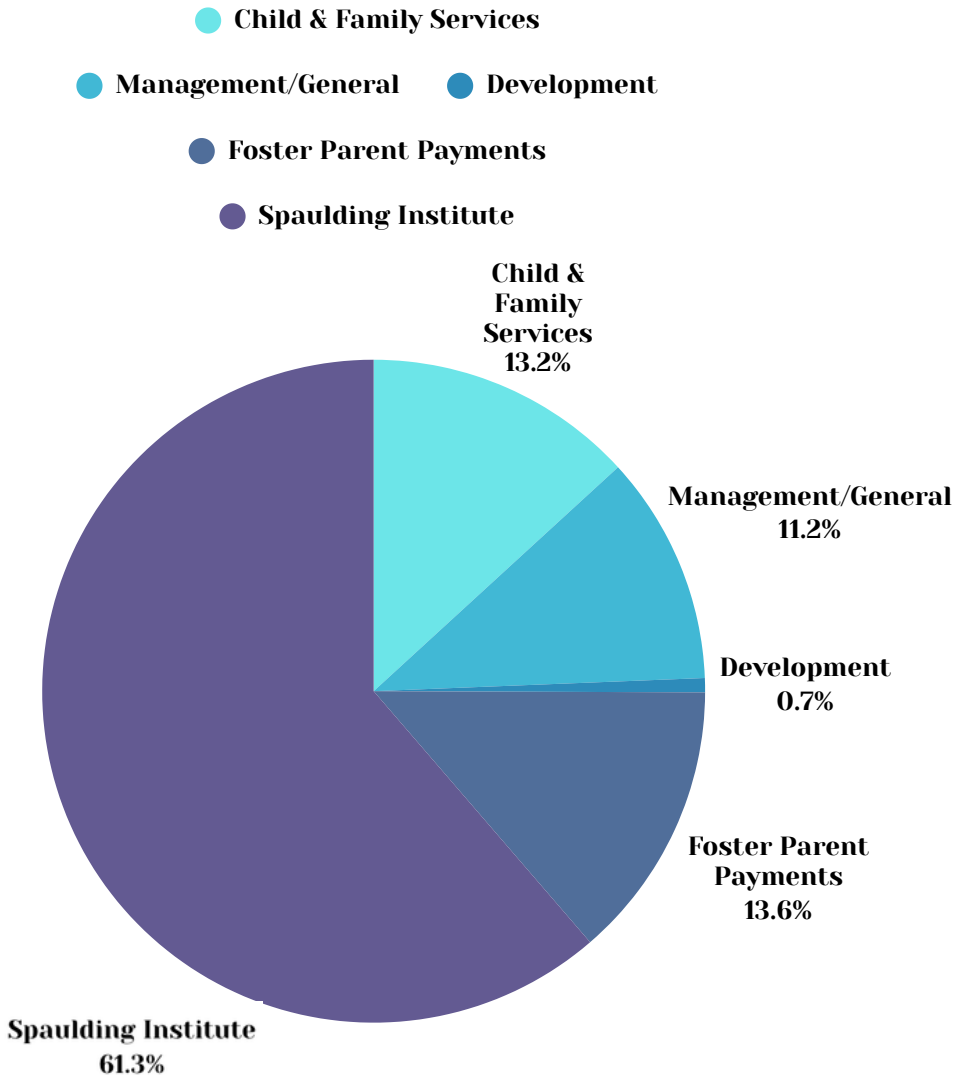
The 2025 Employee of the Year is Sarah Terrien, MSW, IPP Specialist.

Sarah is a true example of the very best that Spaulding for Children offers to the children and families in our care. She is reliable, focused, hardworking, kind, and consistently dependable.

Our children are fortunate to have her, and we are equally fortunate to have Sarah.

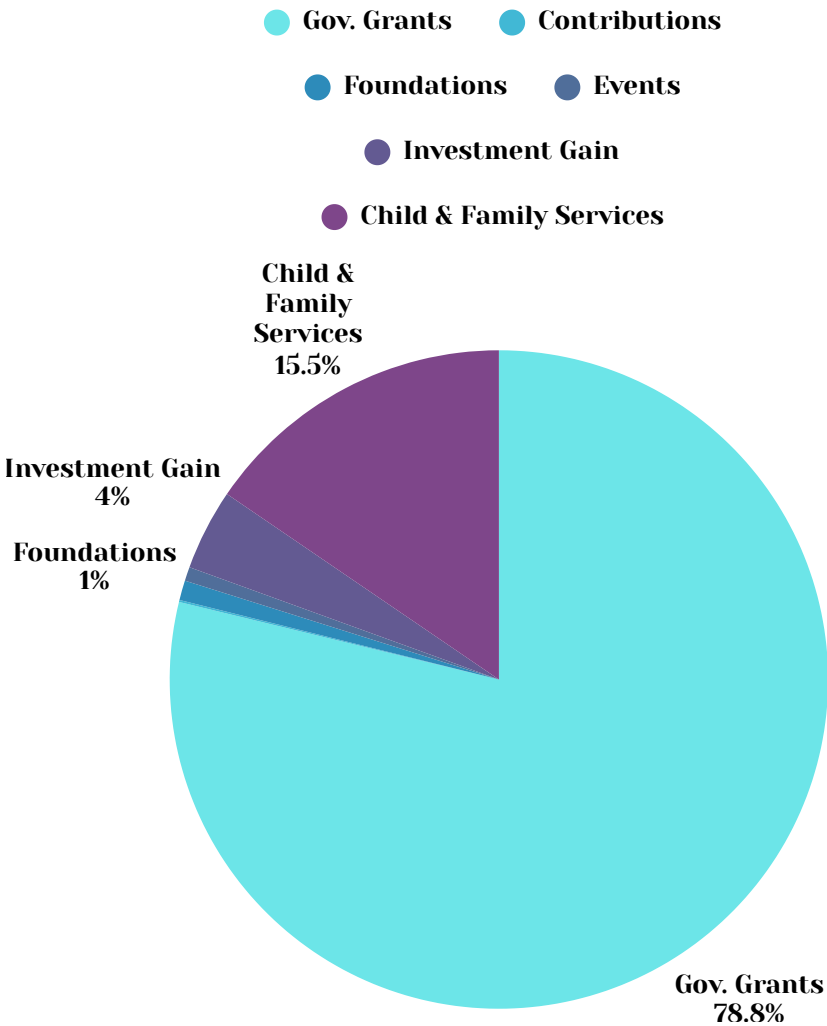
FINANCIAL SUMMARY

2025 Expenses = \$14,671,834



FINANCIAL SUMMARY

2025 Funding = \$14,990,120



89% of Spaulding's funding goes directly to serving our mission.

ANNUAL FAMILY & COMMUNITY EVENTS



ICE CREAM SOCIAL



TRUNK OR TREAT

Spaulding also hosts a Monthly Parent Empowerment Group.



DETROIT TIGERS GAME



BACK-TO-SCHOOL BASH



SANTA SHOP
& HOLIDAY PARTY

Sponsored by BrassCraft Manufacturing Co,
a MASCO company

CHILD & FAMILY SERVICES

Supporting youth & families is at the core of our mission.
In 2025, Spaulding for Children provided countless hours
of support for families across Michigan.

CHILDREN
REACHING
PERMANENCY

8 Reunifications

10 Adoptions

2 Guardianships

FAMILIES RECEIVING SERVICES

85

CAREGIVERS SUPPORTED

62

CHILDREN RECEIVING SERVICES

222



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.



To learn more about foster care and adoption, visit our website or attend one of Spaulding for Children's monthly Orientations.

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.



Dave Thomas
Foundation
for Adoption®

**Wendy's
Wonderful Kids®**

Wendy's Wonderful Kids (WWK) is a signature program of the Dave Thomas Foundation for Adoption, a nonprofit public charity that supports the hiring of adoption professionals, known as recruiters, who are dedicated to finding permanent families for the longest-waiting children in foster care.



FUNDRAISING & DEVELOPMENT

372

VOLUNTEER HOURS

Spaulding for Children would not be able to accomplish our mission without the dedication of our volunteers. In 2025, donors and volunteers served more than 327 hours supporting families.



CONNECT WITH US!



/SpauldingforChildren



@SpauldingforChildren



FUNDRAISING & DEVELOPMENT

Annual Spaulding Scramble

In 2025 Spaulding for Children held its Fourth Annual Spaulding Scramble. This sold out event brought together friends & supporters to raise funds benefiting children and families.

Raising more than \$59,000!

*Almost \$12,000 over
our previous year!*



2026 Spaulding Scramble

August 15, 2026

Farmington Hills

Golf Club

37777 Eleven Mile Ct.

Farmington Hills, MI

SAVE THE DATE



Presented By



Wendy's

TRAINING & SERVICES



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.

To learn more or join an upcoming Train the Trainer session, visit COREteen.org.

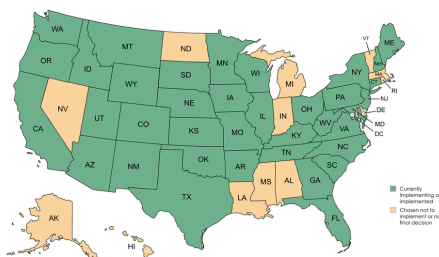


National Training and Development Curriculum FOR FOSTER AND ADOPTIVE PARENTS

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 as well as providing Train the Trainer programming to better equip agencies and professionals.

ntdctraining.org



**Components of NTDC are
being used in 37 states, 1
US territory and 7 tribal
child welfare systems and
numerous private
adoption agencies.**

GRANT PROGRAMS



**Cooperative
Agreement with
Children's Bureau**

KINDER-CARES

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

kinder-cares.org

In 2025, the KINDER-CARES supported 137 kinship caregivers, ensuring children could remain with extended family in stable environments.



**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

- The QIC-EY helped 5 states and 2 tribes (pilot sites) to implement program models and other capacity building imitative designed to support the engagement of children and youth.
- 674 people registered for the QIC-EY Child and Youth Engagement Online Training for Court and Legal Professionals.
- 253 people attended 4 webinars titled “Four Ways that Courts Can Actively Engage Children and Youth Involved in Child Welfare Proceeding.”

GRANT PROGRAMS



Members of the seventh cohort of the APLD program pose for a group photo during their welcoming ceremony.

The AdoptUSKids Professional Leadership Development (APLD) 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



APLD

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

Nation Center for Enhanced Post Adoption Support:

- **Has 9 sites committed to receive on-site technical assistance to enhance their post-permanency programs.**
- **Offered 31 learning opportunities.**
- **Completed 46 post permanency profiles.**
- **Wrote 32 articles.**



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
- Tamika Davis-Moore
- David A. Graham III
- Alfred Jordan
- Deandre Lipscomb, Sr.
- Deborah A. Peay Wilson
- Crystal T. Smith
- Dave Super
- Tejuan Yelder

AMBASSADOR MEMBERS

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

EMERITUS MEMBER

- Sandra O. Kent

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

Sarah Bobo
Program Director

Kelly Burdell
Child & Family Services
Program Director

Leslie Cohen
Project Director

Laureen Toni Ligon
APLD Development Director

LaShauna Bertrand
Office Manager

Lindsey Brock
Program Manager

Stacey Oakes
Program Manager

Kristina Borrego
IPP Supervisor

Jennifer Land
IPP Supervisor

Princess Bradley
Senior Accountant



Spaulding management
and staff at the 2025
Staff Picnic.

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complete
of Michigan

 GREGORY
TERRELL
& COMPANY

 GOLFSTATUS.

THE
DETROIT
SHOPPE

The
Edwards
Family

The
Jordan
Family

Michelle
Greene

David
Graham



Wendy's

BRSⁱ Benefit Review Services inc.
Employee Benefit Solutions

DAVID
GRAHAM



A. Jor-Dan
Consulting, LLC


YEO & YEO


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REALTY, LLC

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Michelle West
Lena Willis
Carrie Wolocko
Wolverine Packing Company
Synthia Yalda
TeJuan Yelder & Family
Yeo & Yeo Advisors

STAFF TESTIMONIALS

“

Spaulding is like a family unit ... there are ALWAYS people willing to step in, help out and support one another when needed. SFC tries to include everyone, be diverse and accepting of everyone. SFC is also accommodating with schedules which is a huge strength.

”

“

The agency's greatest strength is the way it shows care, concern and compassion for staff and the families they serve.

”

“

I appreciate everything Spaulding does and its thoughtfulness.

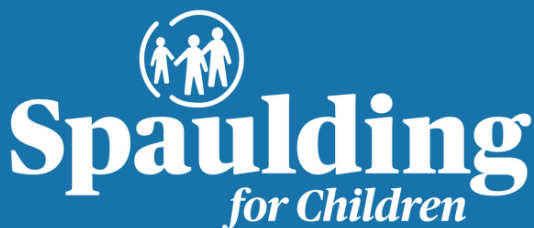
”

“

Spaulding has a family-like setting, a commitment to the staff and clients' services, an open door policy for supervisors and allowing each individuals voice to be heard

”

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



16250 Northland Drive, Suite 120
Southfield, MI 48075
248.443.0300

Monday-Friday | 9 a.m. to 5 p.m.

SPAULDING.ORG

CORETEEN.ORG
KINDER-CARES.ORG
NTDCPORTAL.ORG
QIC-EY.ORG
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