

1970 – 2010

*Helping Adults Help Children*



*40 Years*

*2010 Annual Report*

## *4C mission*

*.....to educate, support and empower families, communities and services programs to provide quality care and environments for all children and to promote within strong family units the development of children to their full potential and well being. 4C strives to achieve its mission through partnerships and with the support of all sectors of the community.*



### Message from the Chairman

4C has a 40-year storied history of promoting healthy environments for children and youth and continues to be a respected, dependable resource for families in Detroit/Wayne County. The collective efforts of the Board of Directors, Executive Director, staff and supporters demonstrated that all aforementioned entities remained focused on the mission, committed to the population served and determined to find solutions when confronted with challenges. A debt of gratitude is owed to the entire "4C family" for navigating successfully another year of services to the residents of Wayne County municipalities in the face of difficult economic times and significant cuts in funding sources. Their sacrifice was noticed and applauded.

Although decreases in revenue necessitated some reductions in staff, hours and office space, highlights of board activity include several accomplishments. A proposal for operating support was presented to and subsequently secured from the Kresge Foundation. As a result of the request 4C was granted \$160,000. In addition, The Board of Directors sponsored the Annual Board Retreat during which staff and board members engaged in a comprehensive survey of the organization, established objectives and developed strategies to achieve them. Several board members attended the Boardwalk workshop series entitled "Building the Capacity of Nonprofit Boards" at the center for nonprofit management at Lawrence Technological University. In addition, partnerships and collaborations were formed for mutual benefit and fund development continues.

The annual meeting marks the end of this Chairman's six-year tenure as a member of the Board of Directors of 4C. It has been a humbling experience and a tremendous honor to serve this organization as a member of the Executive Committee for five of the six years. It has been a challenging yet rewarding experience to be a part of a legacy of compassionate service to the children, youth and families. The lessons learned, the friends made and the experiences gained have led to personal growth and an increased appreciation of those who serve. Thank you for your vote of confidence, your support, your willingness to serve.

Finally, congratulations to the newly elected and continuing members of the Board of Directors. 4C's legacy of committed service will guide, inspire and propel you toward success.

*Iris Shannon Graves*

### Message from the Executive Director

In fiscal year 2009/2010, 4C epitomized what can best be called *organizational resiliency*. It sustained itself and continued to carry out its mission in spite of adverse economic conditions by responding to, and managing, planned and unplanned changes that presented. As an agency we were able to accomplish this because of the leadership of our Board and dedication of our highly qualified and mission-driven staff, who used their knowledge, skills and experience to deliver five core services to parents, families, human service workers, and community leaders in all of the municipalities of Wayne County.

These five core services have been the backbone of 4C service to the community for 40 years; they undergird our mission "...To educate, support and empower families, communities and service programs...", and they are as viable now as they were in 1970. They are: Resource & Referral; Child Development and Family Life Education; Family Support; Education and Skills Training for individuals and organizations that work directly with children; and Community Education, Coordination, Pro-active Leadership and Advocacy.

4C Program services and their impact are proudly highlighted in this report. Let me just note three special achievements: continued growth of programs at the Family Place and 4C's leadership role in sustaining it; the 4C Parent Education Program, *Great Parent Great Start*, which assists parents and caregivers in preparing young children for school; and the *Supportive Housing Project* which gives much needed assistance to so many families in our community who are homeless.

2010 has been a challenging year, no doubt about it; but, it is through the challenges over the years that 4C has found its strength. As executive director it has been my honor to represent 4C, an organization that has and continues to be the source of educational information to the families youth and children of this region.

***Donna C. Snowden***

# Fiscal Year 2009 – 2010 Financial Report

## Treasurer's Report

The Child Care Coordinating Council of Detroit/Wayne County, Inc. is a non-profit 501c (3) education corporation. 4C core services are supported by contracts with public and private organizations, foundation grants and by tax deductible donations and contributions.

Gregory Terrell and Company is completing an audit of our Fiscal Year 2009- 2010 Financial Statements. We expect their report to be rendered in early April 2011 and for it to contain an unqualified opinion.

In FY 2009-2010, Detroit/Wayne County 4C held contracts with a variety of public and private sources. Public contract sources included: The Michigan Department of Human Services; Wayne County Community College District; and Wayne County Regional Education Services Agency. Contracts and/or grants were received from the following private entities: United Way for Southeastern Michigan; Michigan 4C Association; John S. and James L. Knight Foundation; JP Morgan Chase Foundation; Focus Hope; and Community & Home Supports, Inc. Reductions in several major contract budgets during the fiscal year created serious financial challenges.

Membership fees, cash contributions and in-kind donations were received from many individuals and organizations. 4C and the children and families that we serve appreciate the support of all of our partners.

*Alan Scott White*

**Statement of Activities**  
**October 1, 2009 - September 30, 2010**  
**Unaudited Figures (Revenue & Expenditures)**

**Public Support and Revenue**

Contributions	5,173
Special Events	13,680
Grants and Contracts	518,537
Miscellaneous Income	73,221
	610,611

**Total** **610,611**

**Expenses**

Personnel	721,528
Occupancy	180,335
Communication	28,612
Supplies	22,437
Travel/Conferences	1,904
Equipment	25,155
Contractual Services	38,042
Miscellaneous	32,933
Assistance to Individuals	27,628
	1,078,575

**Total** **1,078,575**

**Changes in Net Assets** **(467,964)**

**Unrealized Gain on Investment** **1,179**

**Changes in Net Assets After** **(466,785)**

**Net Assets, Beginning of Year** **341,568**

**Net Assets, End of Year** **(125,217)**

**Agency Budget**  
**FY 2010-2011**

Personnel	816,800
Occupancy	146,778
Communication	29,963
Supplies	25,002
Travel/Conferences	15,896
Equipment	49,326
Contractual Services	58,957
Miscellaneous	57,616
Assistance to Individuals	30,113
	1,230,452

**Total** **1,230,452**

## *Agency Overview*

The Child Care Coordinating Council (4C) of Detroit/Wayne County, Inc. is a private, non-profit, 501 (c) (3) organization established in 1970. Detroit/Wayne County, 4C celebrates a 40 year service history to children, families and the community as an education, information and family support organization. The primary areas of 4C expertise are human development (child, adolescent and adult); developmentally appropriate, quality programming; family life education and support; parenting skills; child care worker skills; consumer advocacy; coordination of community care resources; collaborative planning and proactive leadership. Over the years, 4C has acquired expertise, skill and capacity in the areas of outreach, community education, recruitment and supportive services delivery while developing community partnerships and coordinating efforts that foster resource sharing, cooperative planning and community linkages.

By being responsive to changing conditions, and by adapting service strategies to address customer needs, 4C will remain a viable and effective community resource as we move into our 41<sup>st</sup> year of service to the children and families of Detroit and Wayne County.

## *What we do...*

### 4C FIVE CORE SERVICES

#### Resource & Referral

The community looks to 4C to be an educational resource for just about anything related to children, youth and families. 4C maintains up to date computer databases on community services for children youth and families including parent education, regulated child day care, after school, health, mental health, and recreation and education programs. 4C staff is available to speak to community groups and to participate in community information fairs. 4C offices are located in Detroit and Livonia, and services are provided throughout Wayne County.

#### Child Development and Family Life Education

4C parent education services include individual consultations, home visits, child developmental screenings, workshops, free pamphlets, brochures and other educational materials. Information and classes are available for over 50 topics such as single parenting, family/work life management, positive discipline techniques, stages of child and adolescent development, community resources and consumer advocacy.

#### Family Support; Education and Skills Training

4C serves as the implementing agency for The Family Place an Early Childhood/Family Development Support Center that serves pregnant women and families with children under the age of eleven. 4C also offers short term financial and vocational assistance for families through its; • Computer Technology & Classes (The Family Place) • Homeless Child Care Grants, and • 4C Emergency Child Care Assistance Fund (ECCAF)

#### Child Care Provider Services

Caregivers and teachers in regulated child care programs (centers, homes, and group homes), relative and aide caregivers, as well as potential caregiver, can take 4C skills training at convenient times and at a variety of accessible community locations throughout Wayne County. 4C training supports the development and maintenance of quality care and developmentally appropriate programs for children.

### COORDINATION, LEADERSHIP, ADVOCACY

- 4C researches and documents child and family needs, service and resource gaps, and emerging community problems. As a leadership organization, 4C brings all sectors together to cooperatively and collaboratively plan, problem solve, advocate and develop resources to improve supports and services for children youth, and families.
- 4C is a major partner in the WCDHS Family to Family Foster Care Reform Initiative serving zip codes 48202, 48203, 48204, 48206, 48221, 48227 and 48238.
- 4C facilitates the *Mayor's Task Force on Child Abuse and Neglect*, the Detroit Area Local Council of the *Children's Trust Fund*.

## *How we do it ...*

### 2009 – 2010 Programs & Statistics

4C ADMINISTRATIVE OFFICE 2151 East Jefferson, Suite 250, Detroit, Michigan 48207



## *...through Programs...*

### **SUPPORTIVE HOUSING PROGRAM-[SHP]**

4C in collaboration with *Community and Home Supports, Inc* utilizing federal funds made available through the *Targeted Housing & Homeless Assistance Supportive Housing Project*, provides homeless families with child care support so that parents can participate in housing search and stabilization activities: Budgeting counseling, Life skills, Job development and employment and substance abuse treatment.

**FY 2009/2010: 18 SHP Families received support in the form of supportive housing grants totaling \$16,000; and received over 225 pieces of information.**

### **GREAT PARENT, GREAT START PROGRAM**

A parent education service model that teaches parents how to prepare their young children for school readiness. The 4C Parent Educators conduct weekly home visits (up to 7 for each family) bringing books and demonstrating various simple activities that the parent and child can do together. These one-on-one *Parent Meetings* last for only an hour , but they translate into 10-12 hours of activities that the parent will bring to his/her child. The 4C Parent Educator also leads *Parent /Child Play & Learn Groups* that are held at various agencies and child care centers. 4C is a collaborating partner of *Great Parents Great Start- Wayne* funded by *Wayne RESA*

**In FY 2009/2010: 62 Great Parents Great Start Families received a total of 744 pieces of information; Parent Educators made 310 home visits and participated in 35 Parent/Child Play & Learn Groups averaging 7 to 10 participants in each group.**

### Success Story

A 4-year old girl and her mother were having a difficult time communicating. The child blamed her mother for the father's absence. When the child returned from visiting her father, she would act out upon returning to her mom.

The Parent Educator suggested to the mother that she sit down with her daughter and compose a letter to her father from the daughter. This was an interactive process in which the child dictated to the mother what she wanted to say to her father, and the mother would write the words in large, bold letters. Then she and her daughter must take the letter to the Post Office, put a stamp on it and let her daughter put it in the mailbox. This process was to show the 4 year old that her mother wants her to have a relationship with her father. The mother later reported that the relationship with her daughter improved 100%.

### **REAL DEAL PROJECT** [Relatives Empowered to Advance Learning]

The *4C/WC3D REAL DEAL Project* was created as a means to inform, educate, train, support, and empower Central Woodward-North end Detroit caregivers (parents, relatives, and other primary caregivers); This program is designed to effectively advance the development of language and literacy skills of children birth to 9 years old by maximizing the benefits of consistent, reliable parenting with the uninterrupted time that supportive relative caregivers can give to children when parents are away either working or involved in other adult family life responsibilities, it increases caregivers' capacities to stimulate on-time development, school readiness and subsequent school success for the children in the Central Woodward-Northend Detroit community. An important part of this program is that it introduces parents to the college experience by enrolling them into the *WCC College Parent Academy*; for many this is a first step to future higher education and employment possibilities. This is a program that will extend into FY 2010-2011 with an anticipated

**FY 2009/2010 Statistics: Between May and September, 2010, 23 Families with over 39 children were enrolled in the Real Deal Program; resulting in 23 home visits and 16 4C Literacy Lab sessions.**

### **UNITED WAY/4C**

Through this partnership 4C provided CPR and health / safety training to caregivers and teachers in regulated child care programs (centers, homes, and group homes), relative and aide caregivers, as well as potential caregivers. As a result of this collaboration, 4C staff (already trained in *Red Cross CPR*), became certified to provide *American Heart Method of CPR*.

### **In FY 2009/2010 Statistics:**

**120 Relative and Aid Caregivers received a combined total of 726 hours of training in Cardio Pulmonary Resuscitation**

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### **THE FAMILY PLACE – 8726 Woodward Avenue, Detroit, Michigan**



Detroit/Wayne County 4C serves as a collaborative partner within *The Family Place* an Early Childhood Development Center that has continuously served pregnant women, teens, and families with children under the age of eleven since 1997. From this location, 4C also offers financial literacy and computer-based vocational training. Described below are two programs at The Family Place:

### **BUILDING COMMUNITY PARTNERSHIPS PROGRAM**

The *Building Community Partnerships* program, formerly known as *Family to Family*, is a Department of Human Services (DHS) initiative designed to reunify parents and children separated by court order. To accomplish this, Parent Partners employed by Detroit/Wayne County 4C, are partnered with birth parents referred by DHS with the goal being to increase the number of children returned to their birth families, and reducing the time they spend in either relative or foster care. Additional components of this program include providing support for foster parents and relatives caring for children in out-of- home placements.

#### **FY 2009/2010 Program Statistics:**

- **65 DHS birth parent case referrals; 57 were closed and 24 family reunifications.**
- **124 Resource partners were recruited to provide supportive services and/or goods needed by birth parents to enable their completion of court-ordered reunification mandates;**
- **Additionally, a total of 1283 contacts were made with foster parents and relatives caring for children in out-of-home placements.**

#### **Building Community Partnership Vignette: A Success story:**

In May 2007, 4C received a DHS Parent Partner referral to provide support and assistance to a mother of three young children, ages 6, 3, 10 months that had been removed from the home on charges of neglect. The children were placed in relative care with the mom's brother. As a repeat offender, this mother had lost her parental rights to an older set of children that were later adopted.

Working with a jurist who was reluctant to terminate her rights a second time, the mother, with the support of a 4C Parent Partner, was able to complete all of the mandatory court requirements for reunification, but had failed to address one major inhibitor: alcohol abuse. Responding to the urgings and recommendation of her 4C Parent Partner, the mother agreed to enter a residential treatment program. Following sixty days of inpatient services coupled with six months of out patient support, supervised and unsupervised visits with her children, the presiding jurist commended the mother on her progress and granted her full custody of her children in January 2010. Today, this mother is employed, has housing and continues to participate in the 4C Birth Parent Support Group where she inspires other parents to be patient, persevere through the process, and maintain reunification as their goal.

#### **CONNECT YOUR COMMUNITY PROGRAM**

The Connect Your Community Program (CYC) is focused on engaging, training, equipping, and supporting target community residents to become **Sustainable Broadband Adapters**. CYC is funded under a Federal American Recovery and Reinvestments Act (ARRA) grant. The CYC key partners are Focus: HOPE, The Child Care Coordinating Council (4C) and Matrix Human Services. The primary service neighborhood for 4C is located within the Central Woodward North End boundaries that extend from I-94 (south) to Woodland (north), I-75 (east) to Linwood (west). These neighborhoods are specifically targeted by the Project, but *all* of Detroit is ultimately eligible.

**FY 2009/2010 Program Statistics: In August 2010, 4C hired 6 computer technology experts who will deliver this program to the community. This year staffs laid the groundwork for full implementation of this program in 2010/2011 fiscal year. As of September 2010, collaborative partners agreeing to support the CYC mission included Central Detroit Christian CDC, Cameron Court Senior Residence, Loving Elementary School, and Vanguard CDC.**

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#### **FY 2009/2010 Statistics for Other 4C PROGRAMS**

- **Month Of The Young Child (MOYC) -125 child care providers each received 8 hours of training on topics related to the *Resilient Child*; over 500 pieces of literature were distributed.**
- **4C Emergency Child Care Assistance Fund (ECCAF) – 75 Parents were financially assisted with emergency payments for child care registration fees and actual days of care- Total: \$1091.50;**
- **4C Correspondence Courses in Professional Development – 30. –licensed providers completed 5 part correspondence course in professional development training;**
- **Resource and Referral information:**
  - a. **4C had 71,300 hits to the website; 6,063 asked for specific pages such as Training or Membership**
  - b. **1,110 visitors to the 4C Administrative Office to receive Training and/or Information**
  - c. **2,000 Summer Day Camp Directories Distributed**

***..through Community Collaborations***

**In FY 2009-2010 4C participated in collaboration with over 26 community organizations. In furtherance of these collaborations, 4C staff and administrative personnel attended and participated in 68 meetings (quarterly or monthly).**

Baker College

Central Woodward North End Collaborative;

Central Woodward Safety Committee

Center for Family Advocacy Advisory Board

Central Detroit Christian CDC

Cameron Court Senior Residence

COTS

Detroit Public Schools

Detroit-LISC

DHS Child Care Licensing

Family Literacy Services Advisory Committee

Focus Hope;

Families on the Move

Great Start Collaborative –Wayne

Interim House Shelter

Loving Elementary School

Michigan Youth Opportunities Initiative

North End/Central Governance Board

Renaissance Head Start

Storehouse of Hope

Spectrum Wrap Around

Save Our Children Coalition

Target Area 3 BCP Committee

United Way Southeast Michigan

Vanguard CDC

Wayne County Head Start-Policy Council

Wayne County Community College District

Wayne State University

Wayne RESA



*... And those who make it happen.*

**2009-2010 Child Care Coordinating Council  
Board of Directors**

Iris Shannon Graves  
Chairman

Diane Manica  
1st Vice Chairman

Katrina Dixon  
2nd Vice Chairman

Edna B. Samuel  
Recording Secretary

Alan Scott White  
Treasurer

Corresponding Secretary

Janet Kincannon  
Louise M. Ramsey  
Sherry Washington  
Rev. William Smith

**2009-2010 Staff  
Administrative Team**

Donna C. Snowden, Executive Director

Kristen Deuben, Chief Financial Officer  
Kevin Bell, CPA, Chief Financial Officer  
(After 8/2010)  
Sharon Murphy, MIS Manager

Peggy Graham, Associate Director of Family and  
Community Services  
Denise Wellons-Glover, Project Director  
Lisa Bates-Hicks, Training Manager  
Karen Grima, Downriver Coordinator

Diane Bailey  
Ronda Bozeman  
Pamela Campbell  
Yvette Clark  
Amethyst Crawford

Carlton Daniel  
Melanie Fluellen  
Gerald Howard  
Carmen McGee-Jeter  
Carol Johnson

Vera Jones  
Thomas Laster  
Michael Logan  
Sandra Malone  
Eric Martin

Samantha O'Brien  
Quentin Smith  
Sonja Stuckey  
Denise Wheeler  
Keith Young

**4C Volunteers**

WCCC Child Care Volunteers for  
FCCR Support Group

Gladys Harver  
Lakisha Kenis  
Leslie Rowe

DAAA & Urban League Senior Workers

Elaine Ford  
Carolyn Hawkins  
Rosie Noble  
Denise Oguia  
Mildred Pouncey  
Freddie Smith



**THE FRIENDS OF 4C** was organized to provide support to the Child Care Coordinating Council of Detroit/Wayne County, Inc. with resource development – financial and human. Anyone who supports the 4C mission is welcome to become a member of *The Friends*.

2009/2010 FRIENDS

Janie Allen  
Arlene Arrington  
Alfreda Bowden  
Dr.Lynne Boyle  
Kevin Bryant  
Lila Cabbil  
Dr. Rita Casey  
Lois Clay  
Jerry Jones-Davis  
Robert Davis  
Katrina Dixon  
Sherrod Elledge  
Walter Garcia  
Jane E. Grant

Iris Shannon Graves  
Diane Flynn-Hahn  
Teola Hunter  
Nellie Jeffries  
Robert Johnson  
Mary Kelly  
Aleatha Kimbrough  
Janet Kincannon  
Rochelle Maxwell  
Warren McAlpine  
Linda Cobb-McClain  
Juanita McGill  
Audrey McKenzie  
Cecelia Mobley

Barbara Owens  
Carole Quarterman  
Verlie Ruffin  
Patricia Sargent  
Dominic Sarvello  
Jackee Smith  
Tommy Stallworth  
Jacqueline Steingold  
George Swan III  
Shelia Swanson  
Ella Teasley  
Virdell Thomas  
Patricia Wallace  
Sherry Washington

**4C**

**40 for 40 Campaign!**

**Please give to the Child Care Coordinating Council of Detroit/Wayne County, Inc. (4C) \$40 for 40 Years Campaign!**

Dear Friend, since 1970, 4C has been a vital and trusted resource for information concerning Children, Youth and Families. Won't you please consider donating \$40 or more to support 4C as we celebrate our 40<sup>th</sup> year of operation?

\$40       \$400       \$4,000       \$ Amount of your choosing \_\_\_\_\_

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_ Apt. \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Email \_\_\_\_\_

*On behalf of the many thousands of families who continue to need assistance, thank you so very much!*

**Please return this form with your tax deductible donation payable to: The Child Care Coordinating Council of Detroit/Wayne County, Inc. \* 2151 East Jefferson \* Detroit, MI 48207. 4C is a private non-profit, 501(c)3; EIN 38-1995109, MICS 11959) Payments accepted on PayPal**

Website: [www.detroitwaynecounty4c.org](http://www.detroitwaynecounty4c.org)

Twitter: Detroitwayne4c

Email: [Detroitwayne4c@aol.com](mailto:Detroitwayne4c@aol.com)

**Thank you to the Detroit East Community Mental Health Agency for graciously donating the printing of this document**