

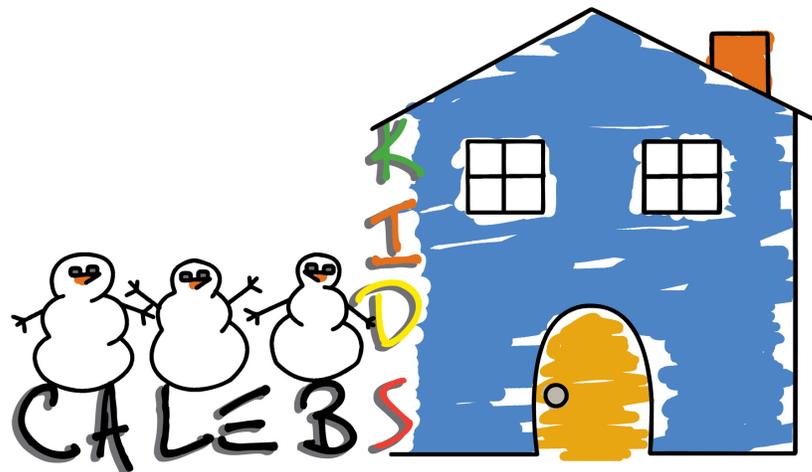
Caleb's Kids

2020 Stakeholder Report



TABLE OF CONTENTS

WHO WE ARE	4
OUR HISTORY	4
OUR MISSION	4
OUR VISION	4
OUR VALUES	4
OUR GOALS	4
OUR LEADERSHIP	5
OUR BOARD	5
OUR PARTNERS	5
OUR PROGRAMMING	6
OUR DELIVERABLES AND OUTCOMES.....	6
OUR DELIVERABLES AND OUTCOMES (CONTINUED)	7
OUR COMMITMENT TO EQUITY, INCLUSION, AND DIVERSITY (EID)	8
SOCIAL JUSTICE + RACIAL EQUITY.....	9
IMPORTANCE OF OUR WORK	10





CALEB'S KIDS

Executive Director Message

I am honored to lead such an impactful organization. I am appreciative of the work we have done to help the mental health and wellbeing of Detroit Area residents. As I look at 2020, and the disruption to our everyday livelihood, I appreciate the ability for the organization to pivot our core functions in order to make an impact and help those in need. Because of this, our impact has stretched far beyond the State of Michigan. With our virtual capabilities and access, we have reached those in need internationally, as far as Australia, and stateside, as far as Alaska. Year to date, we have reached close to 3,000 families with our outreach and initiatives. None of this could be done without the support of our employee and contractor team, board of directors, funders, donors, and other critical stakeholders.

I thank you and salute you for your commitment to Caleb's Kids, and most importantly, your commitment to the community we serve.

With Gratitude,

KIESHA JACKSON
EXECUTIVE DIRECTOR - CALEB'S KIDS

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Who We Are

Caleb's Kids is a Michigan Nonprofit 501(c)(3) organization, with a focus on youth and their families. Our purpose is to decrease youth suicide completion rates by providing tools, resources, educational materials, workshops, and other support for mental wellness and suicide prevention. We equip our youth with the necessary tools that will help them choose life.

Our History

In April 2016, Caleb's Kids was created to honor Caleb Jamal Snow's life and the legacy he left behind. He was a loving father, son, brother, and friend. After struggling with months of depression, Caleb ended his life on Friday, November 6th, 2015, at the young age of 22. With suicide being the 2nd leading cause of death for youth ages 10- 24 in the United States (Center for Disease Control, 2017), Caleb's untimely passing contributed to this alarming statistic. Caleb left behind two children and a host of family and friends for which he cared deeply. It is our unwavering belief that with adequate mental health education, resources and support Caleb's life would still thrive today. We leverage our strong belief and love to eliminate stories like Caleb as well as support families (especially youth) who've experienced suicidal loss.

Our Mission

To create a transformative educational experience for families focused on mental wellness and preventing suicide completion through innovative and evidence-based program delivery.

Our Vision

To empower youth to thrive and excel towards enriched hope-filled lives with our workshops, programming, and resources while equipping them with a tool-belt of positive mental health strategies.

Our Values

Integrity: We are honest and operate with the upmost moral and ethical values with an emphasis on relationship building and personal connections.

Empathy and Compassion: We prioritize personal and emotional well-being in our actions.

Inclusion: We create a welcoming, opening, and judgment free environment for all.

Security: We provide programs and services that promote safety and a healthy lifestyle. We also ensure the security of our participants identity and personal health information in accordance with local and national regulations.

Our Goals

Our goal is to create a nurturing environment that will allow 6th-12th graders to heal from trauma and to have a safe space to discuss and embrace the topics of suicide and mental health.

Our Leadership

Kiesha Jackson is the Founder and Executive Director of Caleb’s Kids. Kiesha is passionate about mental health education, awareness, and advocacy, specifically as it relates to youth. She has participated in numerous panel discussions, radio interviews, online and written publications advocating for youth mental health, and is a 2018 Walker’s Legacy Power 15 Recipient, a 2019 National Alliance on Mental Illness – Michigan Administrator of the Year Nominee, a 2020 National Alliance on Mental Illness – Michigan Special Honoree Awardee, and a 2020 Detroit Wayne Integrated Health Network Stakeholder of the Year Award Recipient. Kiesha has always had a strong passion for philanthropy and helping others. She has volunteered with Hands on Atlanta, Hands on Ohio, Meals on Wheels, The American Foundation for Suicide Prevention, and Habitat for Humanity to name a few. Through the Donors Choose Program, she has also contributed financially to numerous educational campaigns helping students in the city of Detroit. Kiesha is a proud graduate of The University of Michigan–Ann Arbor, where she earned a Bachelor of Arts in Sociology, and Central Michigan University where she earned a Master of Science in Health Services Administration. She is currently pursuing a Master of Science in Clinical Mental Health Counseling from Bellevue University.



Kiesha Jackson, MHS
EXECUTIVE DIRECTOR



Anthony Barnes, Survivor
BOARD MEMBER



Alexandra Burrel, PhD, LPC, NCC
BOARD MEMBER



Margo Hill, MA, LPC, NCC
BOARD MEMBER

2020 Funding Partners



United Way
for Southeastern Michigan



2020 Program Partners

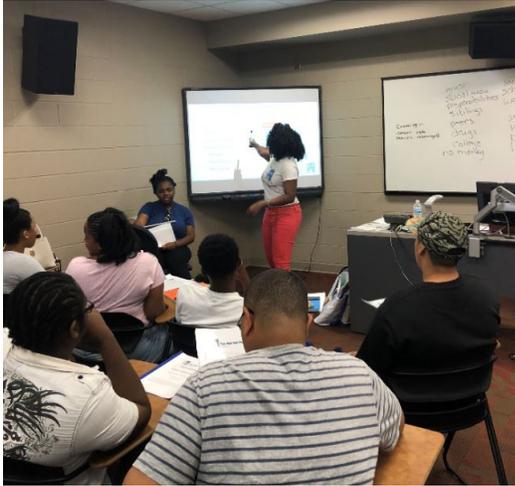


Developing Kingdoms In Different Stages



Our Programming

Our organization currently offers three (3) types of programming: Workshops (Core and Ad Hoc), School Based Programming , and Summer Programming. Our partners include but are not limited to churches, schools, municipalities, nonprofits, and for-profits companies.



2020 Deliverables and Outcomes

Focus Areas and Target Approaches



- Workshops
- Seminars
- Certifications
- Pamphlets/Handouts
- Resource Cards
- Online Tools

Community Education

Workshops - Core Curriculum
351 Programmatic Hours (youth focus)

Seminars - Ad Hoc
578 Programmatic Hours (youth and adult focus)

Certifications - Suicide Prevention:
32 Programmatic Hours (youth and adult focus)

2020 Deliverables and Outcomes (cont)

Focus Areas and Target Approaches



- Workshops
- Seminars
- Certifications

- Pamphlets/Handouts
- Resource Cards
- Online Tools

Community Resources

2,000+ Resources Distributed

Sources: Food Distribution Sites - Homeless Shelters - First Responder Kits - Door to Door

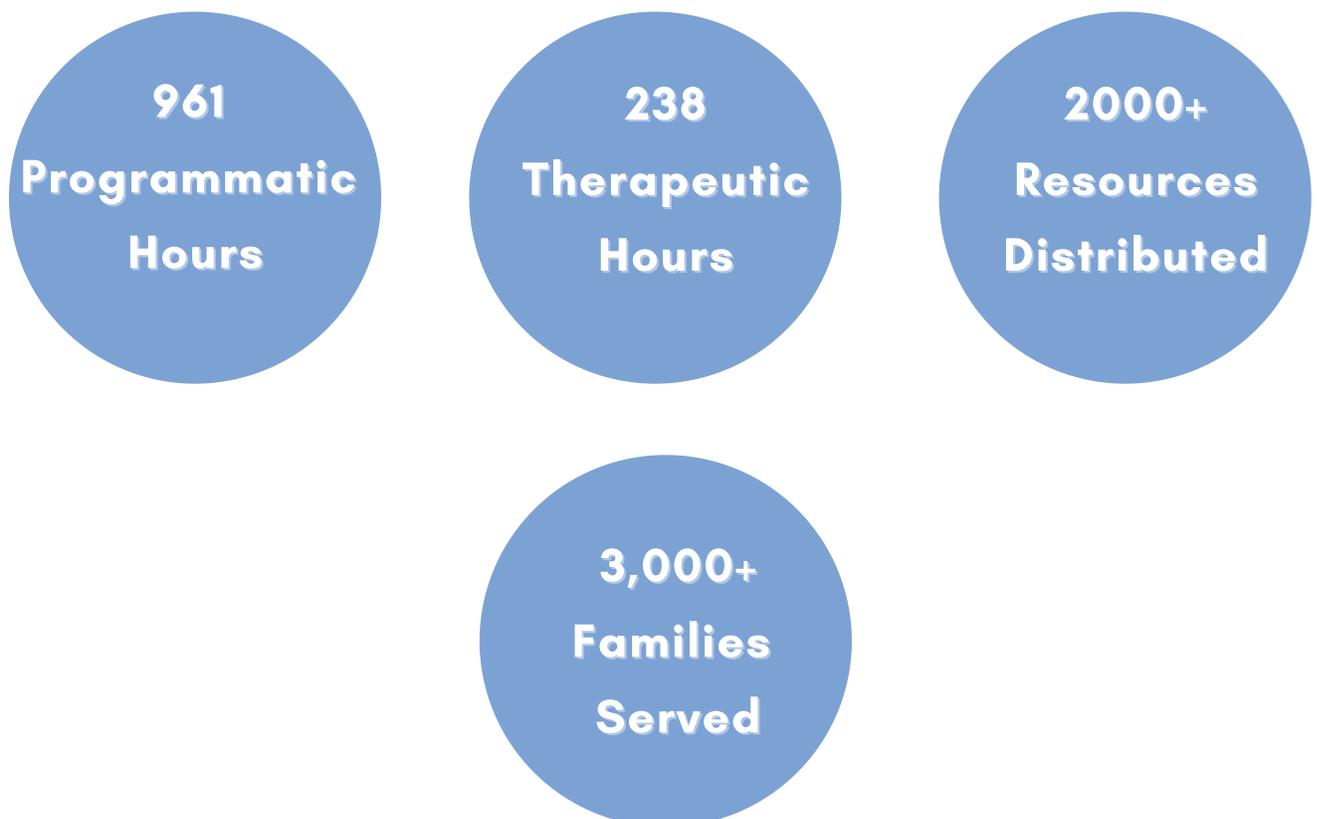
Ad Hoc Engagement

Individual Mental Health Counseling/Therapy: 170 hours (youth and adult)

Group Mental Health Counseling/Therapy: 68 hours (youth and adult)

Source: First Responders - Parents - Educators/School Staff

Total Impact



Our Commitment to Equity, Inclusion, and Diversity (EID)

Caleb's Kids is committed to promoting equity, access and inclusion. It is the policy of Caleb's Kids to provide equal employment opportunities to all qualified persons, and to recruit, hire, train, promote, and compensate persons in all jobs without regard to race, color, religion, sex, national origin, disability, or sexual orientation.

Caleb's Kids is a diverse, inclusive, and equitable workplace where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feel valued and respected.

We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We are committed to modeling diversity and inclusion for the entire mental health industry of the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, Caleb's Kids strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the mental health communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.



Our Continued Commitment to Equity, Inclusion, and Diversity (EID)

Caleb's Kids abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts. Once the content is curated it will be added to our website so others can access.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of American society.
- Pool resources and expand offerings for underrepresented constituents by connecting with other mental health organizations committed to diversity and inclusion efforts.
- Develop and facilitate sessions on diversity, inclusion, and equity to provide information and resources internally, and to members, the community, and the mental health industry.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our hiring team on equitable practices.
- Include a salary range with all public job descriptions.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity.
- Challenge systems and policies that create inequity, oppression and disparity.

Social Justice + Racial Equity

There are institutional allowances that require more culturally aware and informed perspectives to unhinge their stronghold on society. We must lead the problem-solving efforts and serve the needs of disadvantaged communities, as warriors fighting for social justice and racial equity, armed with our uniquely aligned perspectives and unwavering commitment to shatter racial ceilings.

Our African American youth complete suicide at alarming rates, and they deserve help; our help. Families deserve our support, especially when adversely impacted by suicide or mental illness. Our work levels the mental wellness playing field by leveraging over 100 years of expertise to deliver interactive evidence-based programming to families in need, mostly at no cost to them. We strive to give people a fighting chance at thriving by not capitulating to a lack of knowledge or support. Our ability to serve communities compounds with our success and will increase our exposure to resources (i.e. funding, technical assistance, etc.); and as we build our capacity to serve communities, our work will be elevated. It's said that nonprofits are constantly 'working to put themselves out of a job.' That is true, but only if you're doing it right!

Importance of Our Work

According to a 2016 study published in the Journal of the American Medical Association, suicide amongst African American youth doubled as compared to their Caucasian counterparts. A large portion of this study focused on creating safe spaces for African American youth to talk about how they are feeling and for the conversation around mental health to be normalized in the African American community.

The National Alliance on Mental Illness advises that because half of all mental health conditions develop by age 14, the earlier a youth learns about mental health services and accessing the support that is available, the better the outcome of living a full life with a mental health condition. Because we are putting the tools directly into the youth's hands, they can recognize signs of mental illness and get help early.

Impacting suicide rates and providing mental health awareness, specifically among youth grades 6 - 12, is an integral part of the mission of Caleb's Kids. In the most recent data provided by the National Institute of Mental Health (NIMH), it is reported that 20% (1 in 5) of youth have or will have a serious mental illness in which half of these cases begin by age 14. Mental health education and awareness is important in helping youth recognize the signs of mental illness early on and getting the critical help that is needed in order to live.

In a recent article published in the Journal of the American Medical Association (February 2019), it was noted that approximately 40,000 of youth in the state of Michigan with a mental health disorder are not getting treatment. In order to help the mental well-being of youth, it is important to provide wraparound services. Research has shown that youth who participate in wraparound services have improved mental health outcomes and increased potential for long-term social inclusion. (National Institutes of Health, 2015) Wraparound services are comprised of the following three components: formal professional services, community services, and interpersonal support.

Our work arms children and families with tools, resources, and connects them to services that offer them guidance, support, and a network of experts (and other families) all committed to their success.

