

Impact 100 Metro Detroit Grant Summary  
Grant Finalist: **Developing Kingdoms In Different Stages (Developing KIDS)**  
Project: **Evolution of Developing KIDS in Detroit**

**Background:** The mission of Developing Kingdoms In Different Stages is to strengthen urban communities by guiding youth in their mental, physical and educational growth; helping to strengthen and empower young adults; and to encourage and provide opportunities for all to become strong contributors to their community and services its community through three areas: Prevention, Family Management, and Community Support. The word Kingdoms is used as a synonym for communities. The word Stages represents the process in how we will service communities. The underlying philosophy is that leaders will be developed and nurtured in every community that we serve. Therefore, that Kingdom (community) will be initially serviced in a stage that reflects the voice and needs of that community. The mission is fulfilled through efforts of reaching out to families instead of individuals. There is tremendous support for youth, but our priority is to connect with the family and host activities for them to work together; hence building and increasing strong communities.

**Unmet Need:** Crime in the 8th precinct area, center location, has the 2nd highest crime rates in the city for ages 14-18. The area lacks a place meeting the needs of the whole child that will engage youth in a safe place to develop skills and engage in positive activities outside of school. Expanding our summer employment/skill building program meets the request of us to serve double (150+) youth previously served, providing quality work experiences for Detroit youth. Pre-COVID 19, we had waiting lists of 100+ youth for the previous 4yrs for our K-8th grade summer program. Only 17% of 3rd graders in Detroit are proficient in reading at grade level. Serving additional youth through our literacy activities will improve reading scores and mitigate learning loss over summer when students lose nearly 20% of school-year learning. The CDC's recent survey results: 11% of respondents seriously considered suicide, 25% were ages 18-24 and suicide is the 2nd leading cause of death in U.S. for youth 10-24.

**Project Summary:** This funding will be used to operate programs in our new teen drop-in center and safe space for all youth between the ages of 3-24. It will have expanded opportunities year-round for development of life skills, employment readiness, career exposure, college access, mentoring, academic enrichment, recreation, leadership, mental health wellness, art and culture. The center will enable us to serve youth between the ages of 14-24 with a safe place throughout the day and evening to seek support with employment searches, college access, support to persist through college, financial literacy, skill development and mentoring to support their transition into adulthood. These services would intensify and expand our current College Access, College Success and skill building programs. Additionally, the center will allow for the creation of a new early childhood program for ages 3-5 and expand the number of youth served for ages 5-8 with a focus on early childhood literacy intervention year round. Expenses for rent, utilities, and security total \$4,000 per month.

**Uniqueness of program and population served:** Developing K.I.D.S. is unique because 67% of staff are alumni or parents of children/alumni participating in the organization. The same 67% of the staff lived or still live in the target communities with strong connections to the residents, schools and other programs there. We are not only lifting our Diversity, Equity and Inclusion message on paper, but also in practice. The community has genuine relationships with the direct staff through the CEO with the ability to contact all on personal phone lines. The work is strongly connected to the community because the organization resembles the people served and they are served with dignity and high-quality programs. Our mental health wellness activities have high participation because the community has witnessed our leader overcome grief, loss and trauma herself through services. Serving youth of all ages avoids parents leaving children unattended at home and supports working parents. Our programs are at no cost to the community. Unlike most, we serve youth ages 5-24, from grade school to college.

**Sustainability:** In 2019, our founder, who labored for 14 years with little or no pay, totally committed to organizational growth quitting her job. She used her allocated pay over the years to pay and build a robust team. As the paid full-time CEO, she increased revenue 85%(+\$320K) in 2020, recruiting 94 new donors. In 2021, we are strategizing to reach a greater audience after successful virtual events in 2020. We are strengthening marketing to increase social organization and corporate volunteer opportunities. A charter school management company requested our services, further increasing earned revenue dollars as a vendor. We strategize to increase our GDYT work in 2022 to serve 250 youth, resulting in an additional \$25K. Recent completion of the Stronger Nonprofit Init. greatly increased our capacity to implement policies and practices for long-term financial planning and sustainability through practices put in effect. We are also obtaining our childcare license to expand, serving 3-4 year olds increasing revenue.