



Planting Seeds for Growth

2023 ANNUAL REPORT





“

Coming from Colombia to the United States . . . I didn't expect to find a place as inspiring as the Peace Neighborhood Center. I want to thank you for teaching me that social work means caring and being cared for, that kindness is the transforming basis of the soul but also of humanity . . . Thank you for teaching me that each child is a promise of goodness for the future, and also for showing me how social work begins from the moment we go on the bus to pick each one up . . . Thank you for the meetings where I was able to understand what a team does to protect an entire community; thank you for teaching me that justice is about service, and that a food distribution service can feed not only the body but also the spirit.

— Andres Cepeda Apapacho
University of Michigan 2023 MSW Intern



DEAR PEACE FAMILY

We often use a metaphor to illustrate the long-term commitment and support Peace Neighborhood Center provides to our youth and families. We plant seeds—and then water and nurture them to encourage healthy and sustainable growth. We know it takes time, resources, and patience to witness the full harvest of that effort. The rewards have been immeasurable, especially when I reflect back on all the lives we've helped to change.

2023 was a year of great growth and unique opportunities for Peace. A year of reflection and discernment as I think back on where Peace started, how far we've come, where we're headed—and what we need to be able to achieve our goals and continue to grow. It's the same kind of reflection, conversation, and planning we encourage with our own staff, youth, and families. We even have a tree painted on the wall of our community room, to illustrate the growth and learning we hope to instill.

When I think back to Peace's humble beginnings 52+ years ago, I think about the seeds a diverse group of neighbors planted to help support new residents who were moving to Ann Arbor's housing communities on the West Side and all that Peace provided out of a converted three-bedroom ranch.

I'm also reminded about how much we've grown and learned as an agency. Today, Peace is a full-service agency that serves families across Washtenaw County. We provide in-depth wraparound support to both youth and adults, through five different sites in Ann Arbor, including: three public housing communities, our Wellness Center, and our main facility—a full-service community center that hosts weekly programs and community events that serve approximately 5,000 people in 750 households each year.

Your generosity in 2023 helped us continue to grow in important ways—expanding our staff and deepening the wraparound support we provide. You helped us plant seeds for learning and long-term growth—not only for our youth and families, but also for our staff and interns. It's always rewarding to see them pay it forward in meaningful ways. Last Spring, we received an unexpected thank you from a University of Michigan MSW graduate, who


interned at Peace. All that Andres shared in his letter perfectly captures the core values and approach we embrace in our work. His letter reminded me that we start every day here at Peace with renewed hope for our kids and families—and for what's possible. Andres is now back in his home country of Columbia, paying it forward by helping others.

I still remember a road trip we took to Louisiana 20+ years ago to take a young woman to college. She also remembers that trip well. The first in her family to earn a college degree, Talasha is a licensed Vocational Rehabilitation Counselor. She also serves on Peace's Board. Her achievements planted new seeds—inspiring other young girls at Peace and even her mother to earn their own degrees.

In 2023, we planted seeds to expand Peace's footprint & impact, as we look to open a new HUB Community Resource Center in Ypsilanti Township by September. It's a unique opportunity to leverage Peace's 52+ years of experience and partner with local agencies—to help bring about change for Ypsilanti residents in an underserved and underinvested area of Washtenaw County.

Over the last 52 years, Peace's mission and vision has remained the same. We continue to help people build futures that include self-sufficiency and positive community involvement. We seek to support a community where personal growth, opportunity, and diversity are constant—the generational cycles of poverty and social-economic inequities have been broken.

We don't do it alone. Your renewed faith in Peace's mission and generous support each year is vital to our ability to change lives—and our ability to plant new seeds, expand our impact, and continue to grow. We thank you.

With Gratitude,

Bonnie Billups, Jr.
Executive Director

Expanding Peace's Footprint & Impact



West Arbor

A public housing community for low-income residents on North Maple Road that features one, two, three, four, and five-bedroom units—and a shared community space, where Peace hosts weekly programs for youth and their families.



Main Center: 1111 North Maple Road

Two Satellite Centers

At both Centers, Peace provides:

After-School & Summer Youth Programs

- Tutoring / Homework Help
- Recreational & Enrichment Activities

Family Enrichment Activities

- Pop-Up Community Events
- Family Activities / Community Building

Case Management

- Mental Health Support & Advocacy
- Emergency Assistance
- Check-In's with Parents
- Family Community Building Activities

Maple Meadows

A public housing community on South Maple Road that features town-home apartments and a shared community space, where Peace hosts weekly programming for youth and their families.



After-School & Summer Youth Programs

- Individualized Academic & Learning Support
- Age-Specific Social/Emotional Learning
- Recreational & Enrichment Activities
- Field Trips & Creative off-site Learning Experiences

Family Enrichment

- Family Nights @ Peace with meals & special programming
- Family-Centered Activities & Field Trips

Case Management

- Advocacy
- Emergency Assistance & Food Support
- Check-In's with Parents

Community Programs and Services

- Twice Weekly Narcotics Anonymous Meetings
- Twice Monthly My Brother's Keeper Meetings
- Health Clinics / Educational Workshops
- Community Meetings & Events
- Weekly Food Distribution





Peace's Wellness Center

Weekly Wellness Activities

- Yoga, Walk & Talk
- Journaling, Mindfulness Strategies & Tools
- Arts Activities

Peer Support Groups

- Mom-2-Mom
- Junior Stars & Stars for 5th grade and middle school girls
- Rising Sons male bonding group for middle and high school boys

Individual & Family Counseling

- Trauma-Informed Behavioral Therapy
- Peace Parents
- Parents & Family
- Middle and High School Youth



Baker Commons (64 units)

Meals

- Nutritious Lunch Monday-Friday
- Monthly Community Meals
- Arts Activities

Community Activities

- Monthly Social Gatherings
- Daily Activities to build community: Meditation, Money Management, Goal Setting, & Fitness Activities

Case Management

- Advocacy
- Mental Health Support

Substance Abuse Recovery Support

in partnership with Alcoholics Anonymous and Narcotics Anonymous



HUB Community Resource Center

Weekly Community Meals; Food Pantry and Community Gardens

- To Alleviate Food Insecurity

Community Events & Activities

- To build community and connections with surrounding neighborhoods

Case Management

- Advocacy & Emergency Assistance
- Equitable Access to Community Resources

Housing Support Services

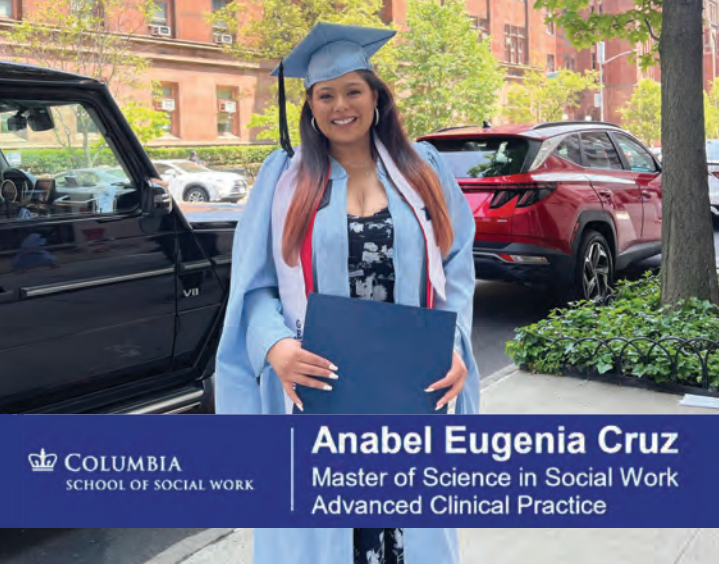
to reduce housing costs

Academic Support & Mentorship for K-12 Youth

Programs & Events for Seniors

Community Programs for Young Adults

- Workforce Training & Opportunities
- Health Clinics / Educational Workshops
- Violence Prevention



Anabel Eugenia Cruz
Master of Science in Social Work
Advanced Clinical Practice

 COLUMBIA
SCHOOL OF SOCIAL WORK

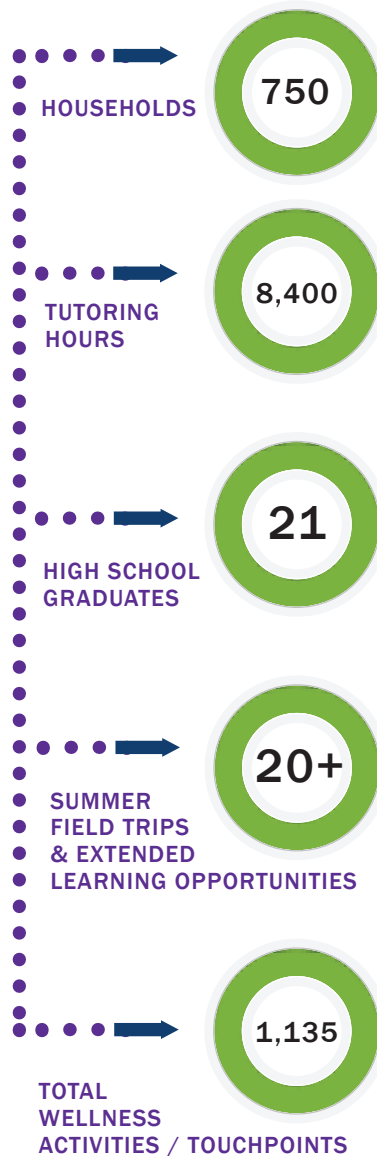
One of Peace Neighborhood Center’s greatest strengths is our program and case management staff—75% of whom bring a powerful combination of lived experience, education & professional certifications, and on-the-job training to their work. All essential ingredients in their ability to build mutual trust and respect with the people we support. They understand what it takes to make a long-term commitment to helping people change their lives—and to show them what’s possible.

A wonderful example is Anabel Cruz, who received her Masters in Social Work degree at Columbia University in New York last May. Anabel first attended Peace’s Summer Day Camp when she was five—and credits all that she learned at Peace for her career trajectory:

“ One of the biggest reasons I chose to study social work is the impact Peace has had on my own life. I got to see the difference social workers make for families like mine. Everytime I think back on my experiences as a young kid, I always think of those who helped me change my life. I want to be that social worker for today’s youth. One who can bridge language and cultural divides—and help young people recognize their value and worth.”

Growing Peace’s In-Depth Support:

Your generosity in 2023 helped Peace deepen and grow the wraparound support we provide in a number of ways:



- We expanded our Case Management Staff to provide more in-depth support for 750 households across Washtenaw County, with a focus on three public housing communities.
- We continued to expand our Youth Program Staff and Curriculum—to be able to offer more individualized academic support and deepen the social/emotional learning we offer 154 K-12 youth enrolled during the 2022-23 academic year. Our volunteer tutors and staff provided over 8,400 hours of individualized academic support.
- Over 2022-2023, Peace has seen 21 youth graduate from high school and continue on to college or trade school. We are proud to share that we have celebrated 45 college degrees among our youth in the College & Career Prep Program.
- We offered a number of extended offsite learning opportunities including: a road trip to the US Space Center in Huntsville, Alabama, a retreat to the Smoky Mountains of Tennessee, a tour of the fabulous Fall colors of Northern Michigan, the Henry Ford Museum, and the Toledo Zoo.
- We expanded the kinds of Wellness Programming offered to respond to special requests & input from Peace parents—and as more youth, parents, & families are asking for help. This includes Weekly Wellness activities, support groups and individual counseling sessions.

In 2023, Peace's Wellness Program expanded its support— as more parents and families ask for help.

Peace has long understood that to help youth grow, learn, and thrive—we need to engage their **entire family**. We cultivate an in-depth, holistic view of the challenges our youth, parents, and families face and the trauma they've experienced. All help to inform the support they need.

Since Peace first introduced the Wellness Program in 2022, it has become an essential component of the in-depth, 360° wraparound we provide our families. An important goal is to provide the social-emotional tools, concrete supports, adaptive skills, and strategies our families need—to be able to move from crisis intervention to proactively managing their stress and challenges.

Helping those we support cultivate personal growth, build resiliency, and find stability leads to healthy positive home environments where everyone has the chance to thrive.

Two years in, Peace continues to receive a positive response from the parents and families who participate in our Wellness Program—whether in Wellness Wednesdays, bi-weekly support groups, and/or individual and family counseling.

We've witnessed important growth and learning over the last year—as more parents take the initiative to seek therapy for themselves and/or their children. As asking for help becomes more normalized, youth who are struggling at school or at home are also reaching out for help.

Peace has also witnessed a growing bond among Peace parents, which has strengthened their **community**. They regularly offer each other perspective, emotional support, and concrete help with child care, transportation and meals. Parents have enhanced their ability to manage stressful situations and build resilience—and are better able to regulate their emotions and be more mindful in the midst of a crisis.

As the Wellness Program gains traction among our families, Peace's two licensed clinical social workers have expanded the ways they help parents navigate a crisis—whether at Peace, over the phone, at home, or at the hospital. Peace has plans to contract with two additional therapists who can offer specialized onsite therapy for Peace youth—making the transition from After-School and Summer programs to therapy seamless.

“ Thank you very much for all of the support given to the [Peace] family in their time of need. I have never seen such an outpouring of individualized support from a community center in more than 25 years of work in the Flint community. . .There are not words to express my gratitude for the love you've shown my friends. Thank you! ”

—Lottie Ferguson
VP, Development and Donor Services
Community Foundation of Greater Flint





Growing Peace's Reach & Impact

Construction is underway for Peace's new HUB Community Center in Ypsilanti Township—with a projected opening in September, 2024!

On June 21st, 2023 Peace took ownership of an 8,000 square foot building on 2.1 acres in Ypsilanti Township—a gift from Peace's long-time community partner Zion Lutheran Church who wanted to transfer the property to a trusted agency that could serve area residents where they live.

Located at 1515 South Harris Road, the new multi-use community center will provide neighborhood-based programs and services for residents who live in three geographically isolated and underserved neighborhoods in Ypsilanti Township—Gault Village, Sugarbrook, and West Willow. All three have prominent disparities in household income, food and housing insecurity, educational attainment, economic opportunity, and health.

Since Spring 2022, Peace has been immersed in an ongoing discovery phase—connecting with Ypsilanti residents, elected officials, community leaders, and local agencies to better understand residents' needs, existing services, and any barriers residents face in accessing the support they need. The process also helped Peace identify potential community partners.

From the start, Peace has understood that to be successful in making a meaningful difference in a new community with its own history, outlook and needs—we should partner with local agencies, who have established relationships and programs in Ypsilanti.

A new HUB COALITION:

A collaborative partnership of diverse agencies who have pledged to work together toward a shared vision—with the power to amplify our community impact through sharing expertise, information, technology and other resources.

Initial HUB Coalition Partners include:

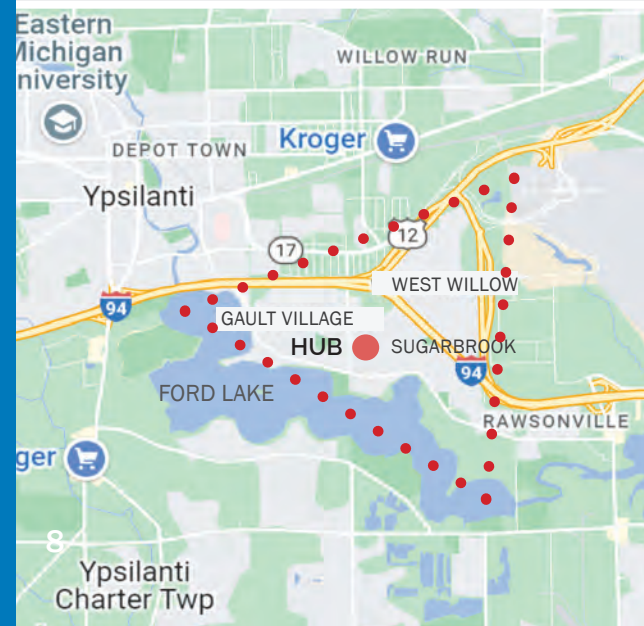
- FedUp Food Ministries: Community meals
- Food Gatherers: Full-service food pantry
- Community Family Life Center, Educate Youth; Mentor-2-Youth, and Our Community Reads: Academic Support & Mentorship for K-12 youth
- Friends in Deed: Skills Training & Mentorship for Families
- Habitat for Humanity: Housing Support
- 2 Marines: Mentorship/Training for young adults

The Coalition has pledged to work together to collectively provide in-depth wraparound support to help families break generational cycles of poverty. All ten member agencies are engaged in a strategic planning process to develop an effective model.

As the lead agency, Peace will provide flexible program & office space at the HUB—and leverage our 52+ years of experience, organizational systems, and technology to help build partner agencies' capacity.



Bonnie Billups with Zion Lutheran Church Senior Pastor Jim Debner at the property closing.



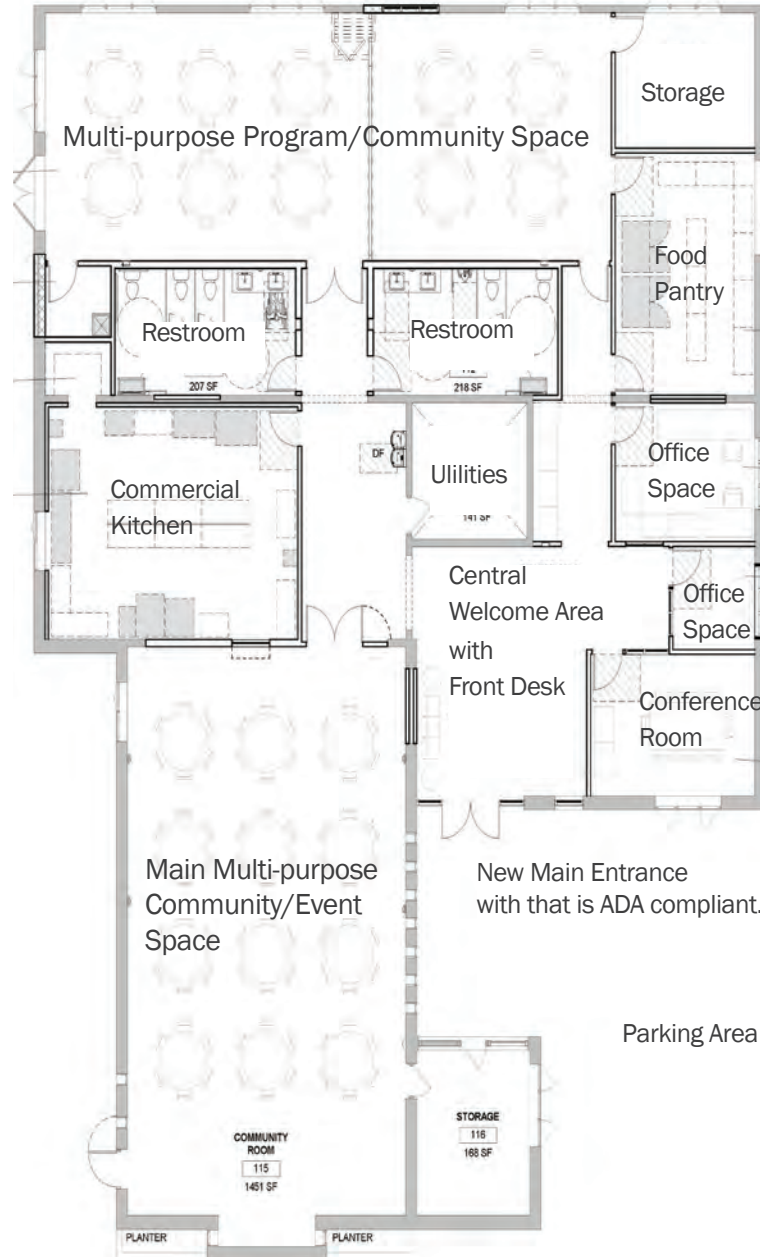
Much like our model in Ann Arbor, Peace will partner with other Washtenaw County agencies to provide additional community services and support at the HUB, including:

- Workforce Skills Training/Employment Support
- Dedicated Programs & Workshops for Seniors
- Community Events/ Neighborhood Meetings
- Violence Prevention programming
- Community Health Services

Peace is working with Quinn Evans Architects and Phoenix Contractors to transform the 70-year old facility into a welcoming community center that can host a range of programs and services. Quinn Evans' design includes an all new interior layout with a circular flow and expanded, flexible spaces that are ADA accessible.

To promote sustainability, Peace is investing in new energy-efficient mechanical, plumbing, and electrical equipment, as well as sustainable interior flooring and finishes.

We're happy to report that construction is well underway—with an expected completion date in late August, early September. It's been both rewarding and exciting to see all the new interior spaces take shape!!



Sustaining & Growing Vital Programs & Services

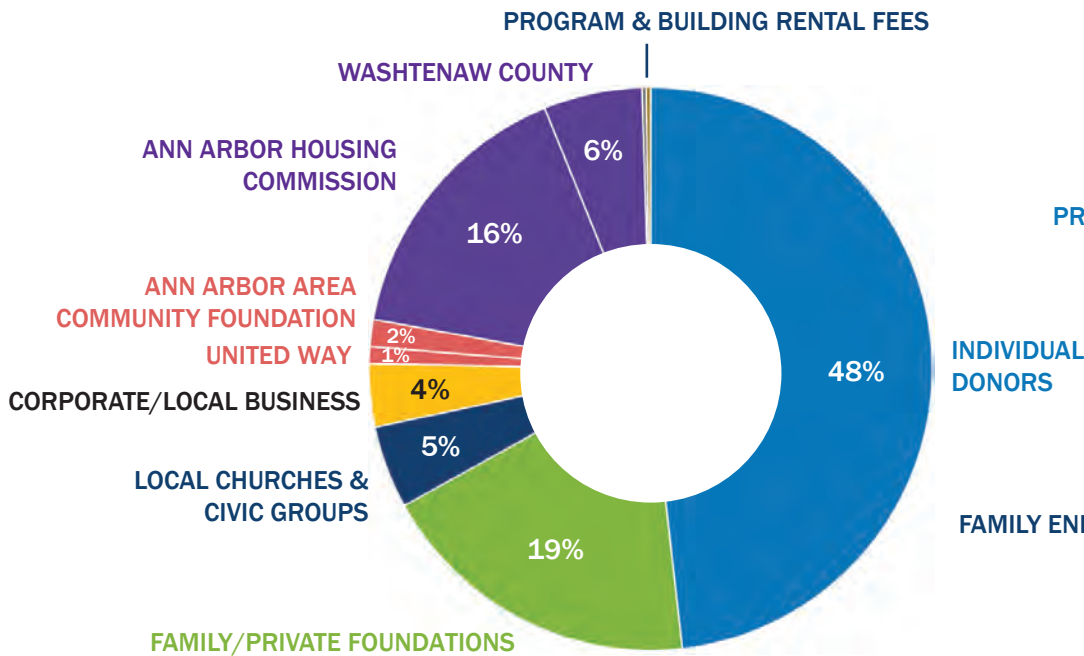
2023 Peace Financial Summary

In 2023, our community of donors and funding partners invested over \$1.9 million in Peace Neighborhood Center.

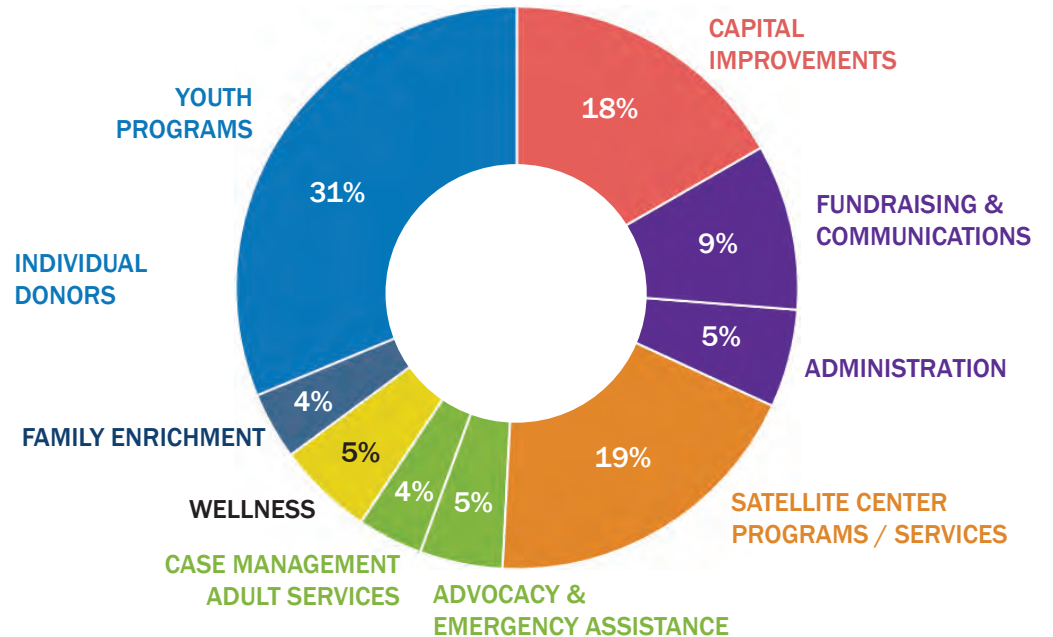
Your extraordinary generosity in 2023 made it possible for Peace to add new staff, sustain our core programming and provide more in-depth wraparound support, offer three Transformational Road Trips, continue to expand our Wellness Programming, and begin the process of extending Peace's reach and impact with the new HUB Community Resource Center in Ypsilanti Township.

75%, or \$1.43 million, of our 2023 annual operating support came from private sources: individual donors, family foundations, local businesses, churches, and civic groups. Government grants and reimbursements to support health & human services provided 22% of Peace's annual operating support. Peace's low administrative costs, coupled with in-kind support from hundreds of volunteers and our community partners, means we can continue to take care of our young people and families at very low cost.

2023 ANNUAL FUNDING SUPPORT



2023 ANNUAL EXPENSES



SUPPORT AND REVENUE ⁽¹⁾	
Individual Contributions	\$ 917,362
Family / Private Foundations	\$ 356,500
Churches, Civic Groups, & Other Organizations	\$ 90,437
Corporate Support / Local Business	\$ 68,821
Washtenaw United Way	\$ 18,344
Ann Arbor Area Community Foundation	\$ 29,460
Washtenaw County OCED (CBDO / MRF)	\$ 107,751
Ann Arbor Housing Commission	\$ 305,340
Program Fees ⁽²⁾	\$ 4,315
Building Rental Fees ⁽³⁾	\$ 4,810
Total Annual Support and Revenue	\$ 1,903,140

2023 50th Campaign Pledge Payments	\$ 91,070⁽⁴⁾
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EXPENSES ⁽¹⁾	
Youth After-School & Summer Pograms	\$ 541,988
Family Enrichment	\$ 67,257
Wellness Programming	\$ 95,780
Case Management: Adult Services	\$ 65,327
Advocacy & Emergency Assistance	\$ 82,686
Satellite Centers	\$ 328,451
Administration	\$ 97,850
Fundraising	\$ 165,450
Capital Improvements	\$ 289,634
Total Annual Expenses	\$ 1,734,423

Change in Net Assets	\$ 168,717
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NOTES:

- 2023 financials shown here are preliminary and reflect unaudited figures prepared by an independent accounting firm that reconciles Peace's Chart of Accounts on a monthly basis. Audited financials will be publicly available upon final receipt and approval of Peace's independent annual audit, expected June 30, 2024.
- Peace charges our families a minimal fee for Summer Day Camp.
- Peace rents our facilities for private events to help cover the cost of utilities and cleaning.
- 2023 50th Campaign pledge payments have been invested in two long-term savings accounts in keeping with Peace's Campaign goals. Since the campaign, Peace has chosen to reinvest those funds to continue to grow these savings accounts.

2023 -24 PEACE BOARD OF DIRECTORS

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We are deeply grateful to all those who

Your collective generosity and continued annual support has been essential in helping Peace sustain vital programs and services that help over 750 households across Washtenaw County.

\$50,000 — \$100,000+

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Two Anonymous Donors •
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\$20,000 — \$49,999

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* Peace Alumni who attended youth programs.

** Board Term Ended 12/31/2023

o supported Peace in 2023

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\$2,000 — \$4,999

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OUR VALUED COMMUNITY PARTNERS



Special thanks to Peace's Community Partners who provide multi-year funding support, expertise, special services, in-kind support, and/or volunteers to help Peace deliver all our Youth and Family Programming. We couldn't do it without you!



For over 24 years, the Ann Arbor Housing Commission has provided vital financial support to Peace programs and community activities at two housing communities on Maple Road—and more recently, Case Management Services and Wellness activities at Baker Commons, a public housing community for adults in downtown. AAHC's funding, made possible in part by Ann Arbor's mental health millage, has helped Peace provide dedicated staff at all three communities.



In 1971, Zion and Trinity Lutheran Churches donated Peace's original building at 1111 North Maple Road—a small 2-bedroom ranch that today serves as Peace's Wellness Center. In 2002, Zion and Trinity donated the larger church building on the same property, which Peace expanded and renovated in 2023. Today our main 12,000 square foot facility hosts programs & services that support over 5,000 people annually. Over the last 50+ years, Zion has served as a faithful partner, providing over \$700,000 in financial support and real property, as well as hosting Peace's annual Thanks for Giving event until COVID.



Since 1976 Peace and the Ann Arbor Public Schools have worked together to support youth enrolled in Peace's After-School Programs. This year, Peace works closely with AAPS to serve over the 150+ students enrolled in Peace's After-School Programs, who attend 18 local schools: 7 elementary, 2 K-8, 4 middle and 5 high schools.

Peace's Youth Program Staff have direct access to all students' records to monitor grades, attendance, academic support plans, outstanding homework assignments, and any behavior issues.

They maintain open communications and work closely with school administrators, counselors, classroom teachers, Title I and Building Literacy Experts—to help ensure students are receiving the support they need, in school and at Peace, to learn and stay on track academically.

Every semester, Peace staff meet with the appropriate school officials to review and set goals for each Peace student. Peace staff also advocate with students and parents, when needed, at parent-teacher conferences and other meetings.

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 Elmo's Liberty Street T-Shirts
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 First Unitarian Universalist Church
 Forsythe Middle School
 GBU Financial Life, District #630
 Kiwanis Club of Ann Arbor
 Kroger Co, Plymouth Road Store
 LaFontaine Buick GMC
 Lawton School PTO

Logan Elementary Student Council
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MaryAnn Johnson, LMSW **
Wellness Program Co-Director

Bernice Hardman, LMSW **
Wellness Program Co-Director
& Family Enrichment

Raven Vawters, MSW *
Youth Programs Director

America Vicente, MSW **
Reach Program Director

Anabel Cruz, MSW *
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West Arbor Program Coordinator

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Human Development & Family Studies
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Mackenzie Grissom, BSW
Middle School Programs Manager

Kahshiada Kidd, BS *
Community Development
College & Career Prep Program
Manager

Dwight Johnson
College & Career Prep Program
Assistant

Victor Parker *
Youth Program Specialist

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Case Manager

Kelly Martin, BSW *
Case Manager, Baker Commons

**DeShara McKinney, LMSW
CAADC ****
Case Manager, Baker Commons

Ja'Kya Hugen *
Youth Program Specialist

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Directors Administrative Assistant

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Cornelius Olive, Liv.Ed.
Building Maintenance Supervisor

John Ulmer, Liv.Ed
Transportation

Jeremiah Young *
Data Base & I.T. Specialist

Dawn Dameron *
Kitchen Manager

Keira Overstreet *
Kitchen Assistant

Kevin Lill
Director Annual Giving &
Communications

Suzanne Upton
Director, Major Gifts &
Foundations

* Peace Alumni who attended youth programs at the agency.

** Former Peace MSW or BSW Interns.

OUR VISION

A community where personal growth, opportunity and diversity are constant; the cycle of poverty and social & economic inequality has been broken.

OUR MISSION

To provide programs for children, families, and individuals who are affected by social and economic problems—to help them discover options, enhance skills, and make choices that lead to self-sufficiency and positive community involvement.

Stay connected to learn more about how we continue to grow at Peace Neighborhood Center:



@peaceneighborhoodcenter



@peacencenter



@PeaceNCenter



1111 North Maple Road,
Ann Arbor, MI 48103
(734) 662-3564
peaceneighborhoodcenter.org



REACHING FOR KNOWLEDGE TO GROW.



TO GIVE

