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ANNUAL
REPORT

This report is a review of the following corporations and their activities in 2004:
Spectrum Human Services, Inc. & Affiliated Companies:
Spectrum Community Services (SCS) and Spectrum Juvenile Justice Services (SJJS)



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OUR MISSION

We believe all people, as valued members of the human community, are entitled to dignity and respect. We believe all people have the right to receive services that support them in achieving their highest potential. Spectrum's commitment is to provide a range of innovative and superior quality services that demonstrate cultural competency in partnership with individuals and families. We believe these services will empower them to make choices in their lives to achieve their maximum capabilities.



A handwritten signature in black ink that reads "Pamela E. Sawhney".

Pamela E. Sawhney, R.N., J.D.
Chairperson, Board of Trustees



A handwritten signature in black ink that reads "Roger I. Swaininger".

Roger I. Swaininger, ACSW
President & CEO

Dear Friends:

As we reflect

on the year 2004, we also remember our humble beginnings, back in 1976, when human services were being defined to meet the needs of our changing society. Over the last 29 years, Spectrum's staff, board members and community partners have worked tirelessly to create and maintain programs that help eliminate the suffering of individuals and families.

We strive to offer the best possible services to every person within our care, from the teenager living in the community as part of our independent living program to the developmentally disabled adult who has started working for the first time, or the family who has been reunited.

Our goal for the years ahead is to explore new program options that will empower our consumers and help us remain a strong reliable organization. Only through your ongoing support, charitable gifts and time, Spectrum can continue to pave a pathway of excellence within the under served communities; one which ensures stability for the organization, improve services to individuals and families, and strengthen community relations.

Programs and Services Provided

Independent Living

- Semi-Independent Living (SIL) – Independent living skills and case management services for older teens residing in boarding homes, apartments and college dormitories.
- Intensive Specialized Placement (ISP) – Assists youth in acquiring the necessary independent living skills to function within the community.
- Youth In Transition (YIT) – Service coordination and referral, education support, mentoring and employment services for adolescents and young adults.

Delinquency Services

- Juvenile Justice Diversion & Reintegration Alternatives (JJDRA) – Intensive home-based services for Oakland County adjudicated youth as an alternative to residential placement or to support reintegration following residential placement.
- Community Diversion and Reintegration Alternatives (CDRA) – Intensive home-based services for Wayne County adjudicated youth as an alternative to residential placement or to support reintegration following residential placement.
- Intensive Family Services – Intensive therapeutic home-based services for delinquent youth and families.
- In-Home Detention – Physical and electronic monitoring of delinquent youth awaiting placement.
- Regular Community Supervision & Monitoring – Services to maintain and support youth's successful community reintegration.
- Home-Based Services – Community services for Wayne County adjudicated youth provides a positive alternative to out-of-home placement.

Family Preservation Services

- Families First – Intensive in-home care services for children and their families.
- Your Choice – Substance abuse education and prevention services for children, their siblings and their families.
- Family Reunification – Intensive community based program, which supports reunification efforts after out of home placement.
- Wraparound – Community efforts to provide resources and a support network to families.

Foster Care Program

- Foster Care – Placements for neglected and abused, abandoned, medically fragile, multiply handicapped, dually diagnosed, and behaviorally and/or emotionally impaired children and teens.

Adoption Program

- General and Special Needs Adoptions - Adoption services provided for children who are permanent wards of the state and families seeking to adopt.
- Direct Consent Adoption Assistance- Pre-placement family assessments (home studies) and post-placement supervision services provided to families pursuing a Direct Consent Adoption.

Mental Health Programs

- Adult Foster Care Specialized Services – Group homes for developmentally disabled and mentally ill adults.
- Child Waiver Programs – In-home services for developmentally disabled children.
- Supported Independent Living Programs – Assisted living services for developmentally disabled and emotionally challenged adults.
- Community Living Supports
- Mentoring Services
- Self-Determination

Youth Residential Programs

- Beverly, Cogswell, Waycross, Westland and Bridge – Six-bed group homes for females, 12-17 years of age, who exhibit delinquent behavior, who have been sexually abused, physically abused or neglected, or who are dually diagnosed with multiple behavioral/emotional challenges.

Juvenile Justice Services

- Calumet Detention Center – Detention and diagnostic assessment services for male youth.
- Eliot Center – Detention and diagnostic assessment services for male youth.
- Calumet Residential Treatment Center – Secure residential treatment facility, which offers a structured and comprehensive program and assists Care Management System workers with reintegration services back into the community for male youth between the ages 12-21.

An Overview of Spectrum

Spectrum Human Services, Inc. & Affiliated Companies was founded on the belief that all people, even individuals with critical needs, have the right to receive services that support individuals' ability to achieve their highest potential. Since 1976, Spectrum has provided programs and services to disadvantaged children, youth, adults and families that are designed to build a strong foundation, support the family structure and provide life improvement alternatives.

Spectrum's goal is to provide a range of innovative and superior services that offer opportunities to enrich the lives and capacities of individuals and families. In order to accomplish this goal, Spectrum developed companies that specialize in three specific fields – child welfare, delinquency and adult mental and physical health.

■ Spectrum Human Services – Child Welfare

Spectrum Human Services concentrates on child welfare and provides a wide array of services to children, youth and families living in Wayne, Oakland, Macomb, Monroe and Washtenaw counties including:

Foster Care placements for neglected and abused, abandoned, medically fragile, multiply handicapped, dually diagnosed, and behaviorally and/or emotionally impaired children and teens.

General Adoption Services to permanent state wards under Spectrum's supervision.

Independent Living Programs including Semi-Independent Living, Intensive Specialized Placement, Youth In Transition and Closed Case Services for youth who have been involved in foster care placements or the juvenile justice system.

Intensive In-Home Services such as Juvenile Justice Diversion & Reintegration Alternatives (JJRA), Home-Based Services, Families First, Family Reunification, Wraparound and Your Choice programs for children, youth and families.

Youth Residential Services consisting of one shelter and four group homes for adolescent females aged 12-17 who have been abused or have specific behavioral and emotional problems.

Spectrum's services, based upon the expectations and needs of consumers, include:

- Individual and family assessments and counseling
- Educational, vocational, employment and community referral and assistance
- Individual, group or family therapy
- Specifically designed classes, training and group support
- Independent living skills
- Recreational activities
- Parenting skills
- Anger management techniques
- Chemical dependency assessment and referral
- Transportation services
- 24-hour crisis intervention
- After-care planning
- Community resource referrals
- Medical and dental services
- Psychiatric consultation

■ Spectrum Community Services - Adult Mental and Physical Health

Spectrum Community Services specializes in community outreach by operating 40 residential group homes that provide services specifically for developmentally disabled and mentally ill adults. Mental health services and special assistance are provided to enable individuals to live in the least restrictive environment and to build independent living skills to a maximum level. Spectrum Community's services are particularly designed to work with physical, developmental and mental disabilities, Autism and Alzheimer's/Dementia adults living in Livingston, Oakland, Wayne, Washtenaw, Kent and Berrien counties.

Programs include:

- Adult Foster Care specialized services
- Residential placement for the disabled
- Residential group homes and apartment settings
- Supported independent living
- Community living services

Spectrum is committed to remain focused on the goals and aspirations set by consumers. Our role is to continue providing necessary services and supports that will encourage independent accomplishments.

These services include:

- Day activities programming
- Dietary support services
- Nursing support services
- Physical and occupational therapy and rehabilitation services
- Mentoring
- Community integration
- Alzheimer's in-home respite care
- Alzheimer's out-of-home care

Skill training includes:

- Motor skills
- Self-care skills
- Social skills
- Speech and language skills
- Daily living skills
- Educational and vocational training
- Accessing community resources



We believe all people, as valued members of the human community, are entitled to dignity and respect. We believe all people have the right to receive services that support them in achieving their highest potential. Spectrum's commitment is to provide a range of innovative and superior quality services that demonstrate cultural competency in partnership with individuals and families. We believe these services will empower them to make choices in their lives to achieve their maximum capabilities.

■ SPECTRUM JUVENILE JUSTICE SERVICES - DELINQUENCY

Spectrum Juvenile Justice Services specializes in delinquency and provide short-term detention, residential and diagnostic assessment services to male youth aged 12 - 21. Services are provided at Calumet and Eliot centers.

Calumet Center located in Highland Park, Michigan, offers intensive residential treatment services as well as short-term detention and diagnostic services for male youth.

Eliot Center, located in Detroit, Michigan, offers short-term detention and diagnostic services for male youth.

Both centers offer on-site high school educational programs made available through the Blanche Kelso Bruce Academy. Blanche Kelso Bruce Academy is an accredited charter school that provides educational curriculum and special education services. All residents are required to attend a three-day assessment that is used to determine individual academic strengths and needs. Each youth attends classes five-days-a-week, 12 months of the year. The academy's goal is to award high school diplomas or transcripts.

Spectrum Juvenile Justice also provides assistance and support to community reintegration services. This program helps adjudicated males to integrate back into the general public or community.

Reintegration services assistance include:

- Family therapy and supported family involvement
- Intensive group and individual therapy
- Specialized treatment for chronic juvenile offenders
- Comprehensive substance abuse and sexual abuse services

The focus of Calumet and Eliot is to encourage residents to acquire new perspectives and develop life-altering transformations. To achieve this goal, specific services are designed and offered, including:

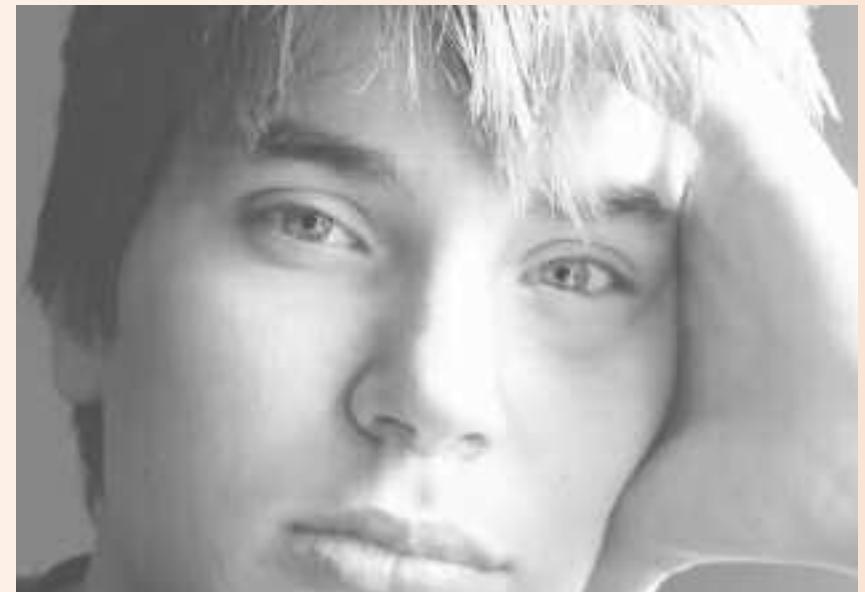
- Family, group and individual counseling
- Diagnostic assessment
- Educational assessment and planning
- Social living skills assessment and training
- Substance abuse assessment
- Sexual offender assessment
- Medical and dental services
- Peer group interaction

- Psychiatric support and consultation services
- Social and recreational programs
- Case management services
- Employment strength assessment

Over the last 29 years, Spectrum has grown to be the twelfth largest non-profit organization in southeastern Michigan, providing services daily to over 1,200 mental, physical, emotional and/or behavioral challenged children, youth, teens and adults.

We believe all people, as valued members of the human community, are entitled to dignity and respect and that all people have the right to receive services that support them in achieving their highest potential. Disadvantaged children, youth, adults and families are entitled to superior services and programs. Spectrum is committed to be that pillar of services and resources. Our goal is to level the playing field and provide services that will empower our consumers to be able to make positive choices, elevate their ability to achieve and reach their maximum capacity.

We are evolving and positioning ourselves to continually address our consumer's needs. We have had 29 years to grow and perfect our skills and abilities. With the help of dedicated staff and volunteers, the best is yet to come!



Families First

Spectrum Human Services' Families First Program offers families intensive, short-term crisis intervention and family educational services in their homes for four to six weeks. Families living in Wayne, Oakland and Monroe counties are eligible for Families First services if there is at least one child within the home that is in danger of being legally removed or if there is at least one child in placement and/ or in need of intensive services are needed to reunite the family.

Services Include:

- Individual and family assessment
- Individual and family counseling
- Chemical dependency assessment and referrals
- Community resource referrals
- Parenting skills and budgeting instruction
- Domestic violence assessment
- Communication skills instruction
- Anger management techniques
- Housekeeping, homemaking and organizational skills instruction
- 24-hours-a-day, 7-days-a-week availability/transportation
- 'Home Builders' treatment model is used to work with families in the community



**We're Making a
Difference!**

Adoption Program

Spectrum's Adoption Program specializes in providing adoption services to children who have been abused, neglected and/or abandoned. Newborns and youth up to 18 years of age who are permanent wards under Spectrum's supervision, reside in foster homes, group homes, shelters, relative or residential placements until adoption is finalized.

The goal of the Adoption Program is to reduce the number of "waiting children" who live in Wayne, Oakland, Macomb and Washtenaw counties and to provide quality adoptive placements. Services include recruiting, orientating and assessing prospective adoptive families and to prepare adoptees for final placement.

Services Include:

- Child assessment and preparation
- Family assessment and preparation
- Recruitment, orientation, education and training
- Adoption subsidy exploration and certification assistance
- Social work services and referrals
- Adoption placement and support
- Legal documentation and court work
- Adoption supervision following placement
- Post-adoption assistance



**We're Making a
Difference!**

Foster Care

Spectrum Human Services' Foster Care Program specializes in providing safe and loving temporary homes for children that either have been removed from their homes due to neglect and/or abuse or are permanent wards of the court. Newborns up to age 18 come to this program, following a referral from Wayne and Oakland counties' Child Protective Services.

Foster Care's goal is to find a permanent home for each child either with a biological family member or through adoption. Children are placed in supportive family environments until a permanency plan is finalized.

Services and referrals are designed to help reduce and eliminate barriers that would prevent re-uniting children with their families and to make certain children have supports and assurances to help them develop and grow into healthy productive adults.

Services Include:

- Individual and family assessment, treatment planning
- Educational and vocational referral and assistance
- Permanency planning
- Post-placement, after-care services to child/family
- Training for staff, birth and foster care families
- Coordination of medical support
- 24-hour on-call pager contact
- Psychiatric consultation
- Individual, group and family therapy
- Parenting classes and support groups
- Chemical dependency assessment and referrals
- Transportation services



**We're Making a
Difference!**



**We're Making a
Difference!**

Child Care

Spectrum Community Services opened its first 24-hour licensed child care center in January 2004. After conducting a study, it was found that while numerous businesses are open past 6:00 p.m., few if any child care centers are. Many families do not have a support system in which to safely leave children during the 6:00 p.m. through 7:00 a.m. working shifts.

Spectrum's child care program is designed to provide a safe, warm and nurturing environment while meeting social, emotional, physical and intellectual needs of children. Since Spectrum Community specializes in working with children and people with special needs, it was a natural progression to integrate special needs children into the regular classroom setting on a case-by-case basis. It is Spectrum's philosophy that all children need the opportunity to grow and reach their full potential. Research has shown that children learn from each other, regardless of physical or intellectual capacity. Furthermore, children gain a better understanding of individual differences when they are able to interact with children of a variety of abilities and experiences.

Spectrum Community is on the cutting edge in its efforts to provide exceptional child care services. The program format is conducive to interactive learning, social, intellectual and motor skills development. There is a specific educational learning program designed to help preschoolers become 'kindergarten ready'. All teachers are trained in Child Development through Michigan Child Care Coordinating Council and all lead teachers are required to have 12-credit hours of Child Development from a college or university.

The Child Care Center has six activity rooms, seven sleeping rooms, one infant room, two outdoor play areas and a computer study room. Licensed to accommodate 40 preschool aged children, 16 infants/ toddlers, and 24 school-aged children per shift, the Child Care Center has grown and doubled in size to reach its current attendance of 110.

The Child Care Program:

- Provides child care services 24-hours-a-day, 7-days-a-week
- Accommodates children from 3 months to 12 years of age
- Provides diapers, formula, meals and snacks
- Creates a positive learning environment
- Assists school-aged children with homework
- Provides nursing services
- Administers medication
- Provides sick child sleep and quiet play areas
- Teaches toilet training
- Transports school-aged children from school to child care site
- Offers drop-in services
- Provides financial assistance to all that qualify through the Department of Human Services

Home-Based Services

Spectrum Human Services' Home-Based Program is designed to help adjudicated youth, aged 12 to 18 years, eliminate repeat offenses within the legal system; reunite youth with their families, and provide positive alternatives. One of Spectrum's longest serving programs, Home-Based offers services to connect adolescents back into the community. Youth in this program live within Wayne County; are temporary court wards; have been referred to Spectrum by Care Management Systems, and receive services from six months to one year.

Services Include:

- Individual assessment and treatment planning
- Educational and vocational referral
- Support services
- Individual and family counseling
- Chemical dependency testing and referral
- Community resource referrals
- Recreational activities
- Transportation services
- 24-hour crisis intervention
- Monitoring of the youth's compliance to specific court and county requirements



**We're Making a
Difference!**



The Numbers Prove Our Success

- ❑ 92% of youth who completed Spectrum's JJDRA Program in Oakland County had not been re-arrested within 12 months of completion of the program.
- ❑ In the Semi-Independent Living Program, youth scores on independent living skill assessments improved by 19% from entry to discharge.
- ❑ 100% of our Spectrum Community Services group homes for developmentally disabled adults increased community involvement with at least one connection (individually or collectively) with a community group such as the YMCA or Humane Society.
- ❑ 98% of families surveyed in Wayne County, following discharge from the Families First Program, were satisfied with services received.
- ❑ 88% of the dismissals in the Foster Care Program, were with the biological parent or adoptive parent, thus achieving permanency, and less than 1% of dismissals resulted in a more restrictive placement.
- ❑ 85% of the youth in the Home-Based Program successfully completed the program within one year.
- ❑ 93% of consumers in Spectrum Community Services expressed satisfaction with services received.
- ❑ 100% of the young men served at Calumet and Eliot Detention Centers were discharged successfully.
- ❑ 90% of youth in the Home-Based Services Program expressed satisfaction with overall services received.
- ❑ 100% of residents within the Elizabeth K. Davenport Shelter for Girls were enrolled in school or provided with a structured educational plan within five days of program entry.
- ❑ 91% of all consumers served within Spectrum Community Services had community involvement with a person within their 'circle of friends'.
- ❑ 91% of Youth Residential Services consumers were released to a less structured setting and continued to reside in a less structured setting for at least three months after being discharged.
- ❑ 96% of consumers within the Family Reunification Program expressed satisfaction with services received.
- ❑ 100% of families within the Adoption Program expressed they were treated with dignity and respect by the Adoption staff.

Our Community Events

Golf Outing – June

This is our largest fundraiser and live auction and is designed to exclusively benefit the children, youth and families whom Spectrum Human Services, Inc. & Affiliated Companies serve. All dollars raised will aid in our delivery of services to adjudicated youth, developmentally disabled adults, sexually abused young women, foster care, adoption, in-home care and family preservation.

Canoe-A-Thon – July

Spectrum Community Services sponsors a Canoe-A-Thon each year, during which pledged dollars are raised to provide supplemental services, household items and clothing to consumers residing in adult group homes.

Back-to-School Rally – August

Held every year at Belle Isle Park located in Detroit, Michigan, this event provides school supplies to over 300 children within the Adoption, Foster Care, Wraparound and Family Reunification programs.

Youth Forum – August

This event is designed to enrich the lives of teen consumers by providing workshops and guest speakers, discussing topics and concerns of today's youth.

Celebration of Stars Gala – October

This annual celebration acknowledges the accomplishments and efforts of individuals and organizations that have promoted Spectrum's mission to "help individuals reach their highest potential".

Holiday Drive – November

Each year, Spectrum conducts an Annual Holiday Drive to provide individuals we serve with holiday gifts and special meals.

Friends and supporters of Spectrum Human Services, Inc. & Affiliated Companies can make donations at any time for these and other programs or events. We also encourage volunteers to help plan and implement these events.

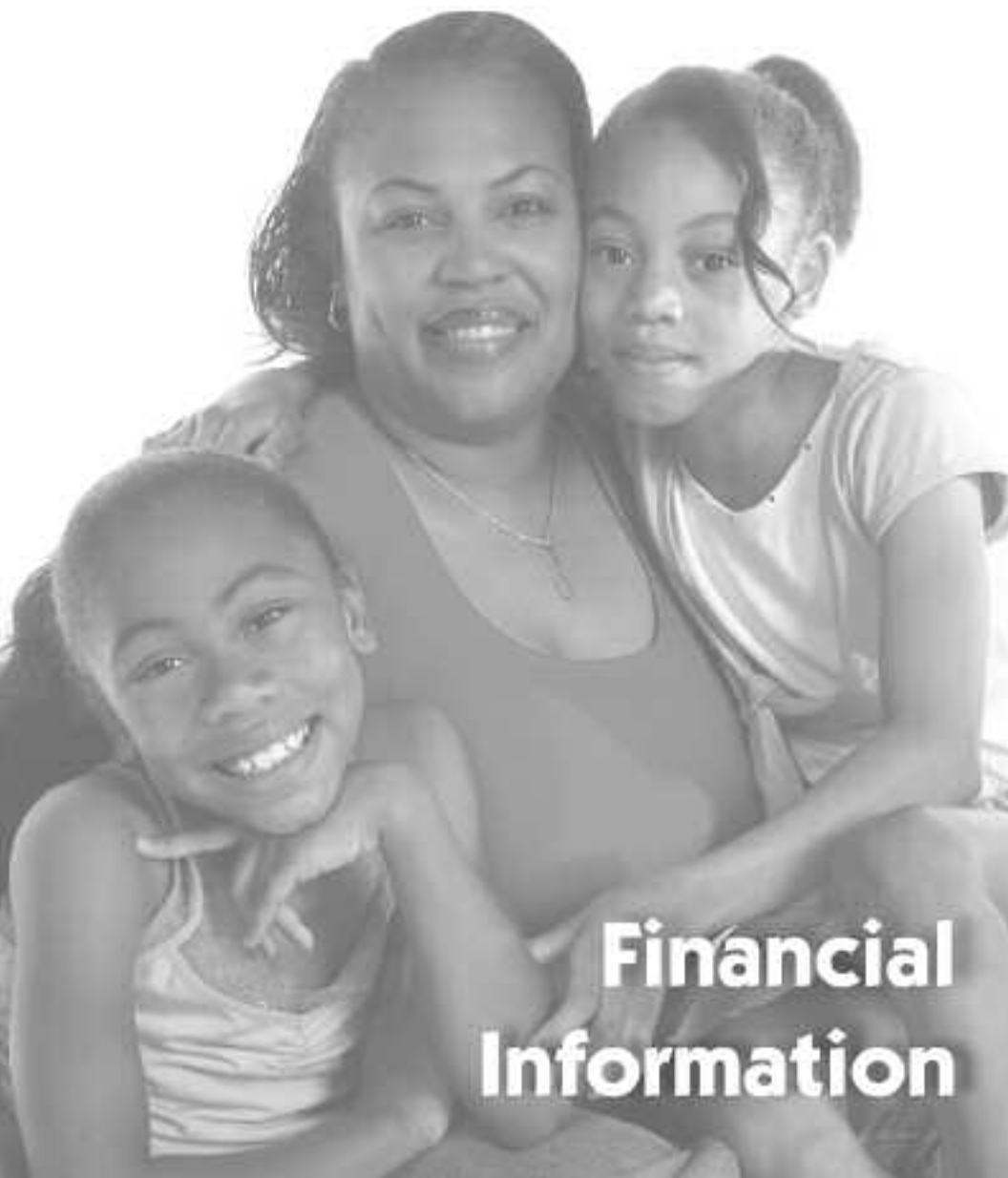


SPECTRUM HUMAN SERVICES, INC. & Affiliated Companies

(year end 12/31/04)

TOTAL REVENUES **\$42,585,131****TOTAL EXPENSES** **\$42,523,252**

Audited Financial Statements are available upon request..



Financial Information

SPECTRUM HUMAN SERVICES, INC.

(year end 12/31/04)

REVENUES

Fees from Government Agencies	\$13,492,043
Donations and Grants	247,143
Other Income	1,786,473

TOTAL REVENUES **\$15,525,659****EXPENSES**

Foster Care and Adoption Programs	\$2,447,954
Residential Care Programs	2,805,897
Independent Living Programs	2,590,090
Community Based Programs	4,536,937
Management and General	2,820,186
Fund Raising and Other	184,219

TOTAL EXPENSES **\$15,385,283****SPECTRUM COMMUNITY SERVICES**

(year end 9/30/04)

REVENUES

Fees from Government Agencies	\$12,743,793
Donations and Grants	605,696
Other Income	6,629

TOTAL REVENUES **\$13,356,118****EXPENSES**

Residential Care Programs	\$12,338,609
Management and General	1,227,797

TOTAL EXPENSES **\$13,556,406****SPECTRUM JUVENILE JUSTICE SERVICES**

(year end 12/31/04)

REVENUES

Fees from Government Agencies	\$13,686,641
Donations and Grants	15,664
Other Income	1,049

TOTAL REVENUES **\$13,703,354****EXPENSES**

Detention and Treatment Programs	\$12,264,107
Management and General	1,307,456

TOTAL EXPENSES **\$13,571,563**

Our Friends and Patrons

INDIVIDUALS

Yvette Aiken
Rhonda Albarkat
Jim Albright
Nancy Amos
Christopher Anarado
Delores Anderson
Geri Anderson
Claudia Andres
Jeannine Andrews
Aletha Annan
Beth Applebaum
Issam Ardfat
Cayee Aris
Jennifer Arndt
John Arnold
Sandra Asberry
Dorothy Avery
Mark Azar
Beth Babbie
Steven Baggett
Donna Bagley
Ruth Bahr
Christopher Baker
Linda Baker
Judy Baldwin
Edward Balsler
George Barnard
Mitzi Barnes
Dr. Martin Barr
Kara Barrett
Stacia Bartell
Judy Barthlow
The Bartlett Family
George Bascom
Greg Bator
Cyndi Baumgarten
Patricia Baxmann
Dr. Joseph Beals
Melanie Beduhn
Susan Beecham
Michelle Beemer
The Belanger Family
Pam Bellaver
The Berger Family
Dennis Bernardi
John Berrelez
Tasha Berry
Lucinda Bethea
Wally Bieber
Martin Bienasz
Michael Bieth
Wayne Billings
Sara Blackburn
Sherry Blackburn
Jeff Blackgrove
Sharon Blain
Matthew Blank

Timothy Bley
Kerrie Bliven
Annie Bolden
Christina Bolitho
Craig Bond
Don Bond
Mike Bond
Sharon Bond
The Bone Family
Chuck Bontomasi
Melise Booker
Susanne Booth
Donna Boris
Eddie Boss
Linda Boss
Darcy Bourdo
Alana Boyer
Vincent Brandonisio
Nancy Broadnax
Roy & Kay Brockert
Shawn Brockert-Kress
Marcella Brooks
Dave & Geri Brown
Helen Brown
Jole Brown
Nick Brown
Bea Brozovich
Gary Bruhn
Debbie Buchholz
Arnold & Gail Budin
Alice Buffington
William Bull
Zina Bunting
Betty Burgoon
Sara Burney
Peggy Burns
Twyan Burns
Elaine Burton
Lori Burton
Susan Busch
Rev. Thomas Isaiah Butler
Hesron Byilingiro
Roger Caauwe
Ed Cahill
Dr. Nancy Calley
Tina Camire
Maumer Camo
Caroline Carrier
Susan Carron
Joe Carter
Lisa Carter
Joy Cavanaugh
Armando Cavazos
Mayor Sandra A. Cicirelli
Beth Cinque
Barbara Clark
Marlene Clements
Nathan Cole
Linda Collum

Ivy Combs
Debbi Connelly
The Connolly Family
Robert Cook
Mark Corbett
Felecia Cottrell
Angela Courtland
Sherrie Craddick
Sandy Crane
Elizabeth Crouse
Chris Crowley
Elizabeth Cruise
Annamarie Cusmano
Diane Cyplik
Michelle Daguanno
Marty & Loretta Daly
Elizabeth Davenport
Michelle Davies
Angela Davis
Evelyn Davis
Karen Davis
Shannon DeGregory
Ralph DeLeon
Kimberly Depriest
Christine Derdarian
Roslyn Deverger
Charlene Diamond
Barbara Douglas
Walter Douglas
Carol DuCharme
Matt DuCharme
Christine Duggan
Laura Dunning
Tom Dye
Casandra Dysard
Mary Ealey
Cheryl Earles
Ruby Edison
Larry & Shirley Edwards
Byna Elliott
Sylvia Elston
Bob Ennis
Joy Errico
Richard Esper
Mary Ethridge
Claudette Evans
John Evans
The Fahle Family
Vivian Fahle
Jennifer Fallon
Nicole Faulkner
Joan Fears
Theodore Ferguson
Dr. & Mrs. Fiander
Donald & Noncy Fields
Dennis Flick
Janet Ford
Mary Alma Foster
James & Diane Fowkes

Mark Fowkes
Ron & Barbara Fowkes
Edward Foxworth III
David & Mary Foy
Kristy Fulmer
Jerome & Lavonne Fulton
Karen Fundaro
Jim Furbush
Joe & Valorie Gagnon
Victoria Galper
Robert Gant
Ania Gardulski
Adrienne Garrison
Cynthia George
Theresa George
Gary Gerber
Richard & Terri Ticknor Gilbert
Julie Gillis
Mike Gillis
Kim Gluski
Ben Gonek
Chris Good
Jennifer Gould
Judith Grant
Tony Grech
The Greene Family
Nelson & Pat Griffith
Victoria Griffith
Denice Guiles
Deborah Gulley
Andrea Gutierrez
Mary Haan
Amy Hall
Lois Hall
Brian Halprin
Laura Hannon
Andrea Hawoback
Amy Heincelman
Phillip & Elodie Henderson
Tony Hendrix
Scott Henry
Cindy Hickey
Christine Hieger
Genise High
Gregory Hill
David Hines
Krynn Hits
Doris Hoffman
Donna Holien
Dwight Holien
Kristy Holien
Andrea Hollingshed
Kelley Holloway
Margaret Holman-Jensen
Nicole Holshoe
Mary Hoots
Diana Hoover
Tara Horne
Hallie Howard

Sally Howard
Bill & Marie Howe
Susan Howell
Carter Hunt
Chris Hupp
Adam Jablonowski
Bruce & Phyllis Jacobs
Donna Jakubowicz
Gregory Janks
Eunice Myles Jeffries
Doreen Johnson
Elizabeth Johnson
Emma Johnson
Esta Johnson
Gary & Carol Johnson
KaSandra Johnson
Marcyne Johnson
Mary Johnson
Bob Johnson
Rob Johnson
Robert Johnson
Susan Johnson
Annette Jones
Darlyne Jones
Karen Jones
Roshon Jones
Tamara Jones
Wiley Jones
Vince Jonna
Laurel Jordan
Dale Jurcisin
Sarah Kafereo
Amy Hall
Monty Kamposh
Tamara Kappel
Steve Karfis
Mokhies Karmo
Philip Karns
Ken Keefer
Nikietta Keith
Kristian & JoJeanne Keller
Lori Kemp
Jeff Kennedy
Lawrence Kenyatta
Edward King
George Kipkosgei
Bob & Jennie Kirby
Dawn Kirk
Anna-Jo Kitchen
Lindy Klepack
Don & Jean Klinski
Kari Klinski
Robert Kohlhurst
Gary Kopmeyer
Alex Kottoor
Sandra Kowalewski
Donald Kraklau
Guy LaPrad
Scott LaRiche
Sheryl Laughren

Roberta Lawes
Kristy Lawson
Karen Layer
Claudia Leiby
Kathy Lentz
Bill Lewis
Lidia Liszkowska
Fannie Lowe
Rita Lubenow
Jodi Luster
Mindy Maddick
George Madison
Joy Madison
Israel Magesa
Raih Mahon
Robert Maniere
Geraldine Marion
Noreen Markley
Louis Martiniano
Dori Matthews
Ernest Maxwell
The Mazur Family
Timothy Mbayar
Garcia McAfee
The McAlister Family
Michelle McCarty
Derrick McCondichie
Deborah McConico
Bill McCormick
G. A. McCray
Paul McDonough
Kim McGarry
Andrew McLemore
Michael McMaster
Beatrice McQuiter
Sandra Meredith
Sarah Messer
Kurt Meyer
Josephine Micciche
Roberta Miller
Travella Miller
Pam Miller- Malone
James J. Minder &
Susan A. Davis
Jennifer Minnema
Elizabeth Mooney
Paul & Merle Mooney
Bill Moore
Gary Morley
Tina Morrison
Cheryl Mosby
Thelma Moxlow
Linda Mullins
Michael Mulvihill
Colleen Murphy
Andrew Mutero
Muli Muthiani
Darnell Myers
Tom Nader

Al Nagy
Kathleen Nauer
M. Nawrot
Orea Nettles
Dennis Neubacher
John Nix
Kathie Norfleet
McKinley O'Donald
Brian O'Meara
Sheila O'Rourke
Lois Odom
Ruth Olenezack
John Olis
Salome Ombima
Bryon Osterland
Debra Osterland
Gigi Owen
Adam Pakulski
Mary Pasternack
Shari Pearen
Vernita Pennyman
Mary Penz
Lonia Pery
Michelle Perry
Eleanor Phelps
Christopher Phillips
Danielle Pierce
Richard Pinkos
Dan Podczeruinski
Matthew Polczynski
Eva Postma
Richard & Karen Poulin
Larry & Beth Poupard
Angelisa Prince
Michelle Prunkard
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Frank Redli
Mary Remillard
Julie Rhodes
Theroi Riggins
Blondell Rice
Penny Richards
Dolores Risko
Gerald Roberts
Charlene Robinson
Charlie Robinson
Oletrice Robinson
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Donna Schlitt
Sally Schneider
David Schnoor
Michelle Scott
Janice Schenden
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Dereka Seigel
Betty Sekol
Gary Serdoz
Connie Seyfried
Suzanne Shaw
Christine Shearer
Jeffrey Sherbow
Mark Sherbow
Bob Shrosbree
Nena Silagyi
Raymond Singer
John Sirmier
Lisa Sjoholm
Yvette Sloan
Charles Small
Cynthia Smith
Walter Smith
Floria Sneed
Vivian Sonnie
Linda Sophiasworth
Judy Span
Arthur Spears
Adrian Spinks
Kimberly Spraggins
Bob Stein
Josh Stein
Sue Steinke
Tia Stephens
Rita Stewart
Craig Stone
Donna Stoner
Bob Sutton
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Josh & Kendra Swaninger
Roger & Jan Swaninger
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Soloman Tanui
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Cherice Washington
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Annette West
Lori Wettlaugher
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Michael White
Ruth White
Bert Whitehead
Theresa Whiteside
Shannon White-
Schellenberger
Cynthia White-Simmon
Melvin & Rosemary Whitlow
Carla Wilkerson
Gail Williams
Latamaya Williams
Patrick Williams
Regina Williams
Rick Williams
Shannon Williamson
Sharon Williamson
Starlet Williamson
Brad Wilson
Winn G. Wolf
Dennis Wolfe
Robert Wollack
Jacci Woods
Scott Worth
Chris Wzacny
Sharon Yamoah
Eddie Yeager
Mark Yonkman
James Young
Stacy Young
Robert Yunker
Gene Zamlar
Anne Zielke

BUSINESSES AND ORGANIZATIONS

3 M Automotive Innovation Center
Absopure Water Company
ACCESS Interactive
Actiondata, Inc.
AFLAC
Allstate Insurance Company
Allie Brothers of Livonia, Inc.
Allied Health Management Associates
Argentine Tango Detroit
Arrow Office Supply Company
Avis Ford, Incorporated
Bank One
Bassett & Bassett, Inc.
Bator & Berlin, P.C.
Bd's Monogolian Barbeque
BenefitSource, Inc.
Berry Moorman, PC
Beyond A Logo
Bill Brown Ford
Black Family Development, Inc.
Blue Cross & Blue Shield of Michigan
Books Connection
Bret's Lawn Care
Business Health Services
Cabling Concepts
Cambridge Financial Services, Inc.
Carter Graphics Associates
Central Care Management Organization
Ceridian
Charles Schwab
ChildNet
Clark Consulting/Ageless Media
Clean Janitorial Supply, Inc.
Concentra Medical Centers
Robert A. Cook & Associates
Credit Union One
Cub Scout Pack 1539
Daly Merritt Insurance
Daring Drugs
Detroit Free Press Gift of Reading Program
Detroit Institute of Arts
Detroit Lions
Detroit Pistons
Detroit Red Wings
Detroit Symphony Orchestra
Detroit Tigers
Detroit Zoological Society
Dickinson Wright PLLC
Dollar Tree Stores

Dominican High School
Don Bosco Hall
Ennis Center for Children
Fifth Third Bank
Financial One
Fire Systems of Michigan, Inc.
Follmer Rudzewicz PLC
Ford Motor Company
Customer Service Division
Frito Lay
Fry-Morley Group, LLC
Gordon Food Service
Global Vision Technologies
Growth Works, Inc.
HMS Highland Park, LLC
Heitman Garand Company
Henry Ford Community College
Herman Miller, Inc.
Hickory Grove Elementary School
Hilton Hotels
Human Service Association
I Am Woman Boutique
Integrated Systems, Inc.
John E. Green Company
JNB Electric
Johnson Building Company
Karoub Associates
Keys Construction Company
La Shish Restaurant
Lasik Center – Farmington
Laser Eye Center
Leade Health
Linc Mechanical Services, Inc.
Links at Whitmore Lake
Links of Novi
Livonia Little Tots
Livonia Public Schools
Lower Huron Supply Company
Lou LaRiche Chevrolet
Main Office Mailers
Marriott Hotel
Marshall Field's
M & B Development
Michigan Assisted Living Association
Michigan Coffee Service
Michigan Friends of Education
Mira Linder Spa in the City
Mobility Transportation Services
Motor City Casino
Muchmore Harrington Smalley and Associates, Inc.
MultiMedia Technologies, Inc.
National Foot Care Program, Inc.

New Detroit Science Center
N Landau Hyman
Offin River Accessories, Etc.
Orchards Children's Services
Panera Bread
Pepsi Bottling Group
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PPOM
Pronto Restaurant
QPS Printing
Ralph Wilson Agency
Ramcomm, LLC
Rozier Hospitality, LLC
Ralph L. & Winifred E. Polk Foundation
Residential Medical Supply
Sachs Waldman
Schwab Fund for Charitable Giving
Sealtite Windows
Sherbow & Mitchell, P.C.
Snethkamp Chrysler Jeep
St. Gerald Catholic Church
Staples
StarrVista, Inc.
State Farm Insurance Company
Sugar Plum Collectors Club
Sunaire Windows
Sweet Lorraines
Target Corporation
T. J. Maxx
Troy Marriott
Turning Point Recovery Center
United Printing
University of Michigan
ValueOptions
Venus Day Spa & Hair Salon
Very Very Vertical Blinds
Vintage Wine & Deli
Vista Maria
Wayne County Medical Society Foundation
Weinstein Jewelers of Novi
Wolverine Human Services
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Office Locations — Current

Main Administrative Offices

Spectrum Center
28303 Joy Road
Westland, Michigan 48185
(734) 458-8736
(734) 458-8836 (fax)

Child Care Center
28303 Joy Road
Westland, Michigan 48185
(734) 458-8729
(734) 513-1110 (fax)

Spectrum Community Services
28303 Joy Road
Westland, Michigan 48185
(734) 458-8729
(734) 513-1100 (fax)

Spectrum Juvenile Justice Services
330 Glendale
Highland Park, Michigan 48203
(313) 852-7500
(313) 852-7599 (fax)

Satellite Offices

P.O. Box 1251, 960 Agard Street
Benton Harbor, Michigan 49023-1251
(269) 927-3472
(269) 927-2938 (fax)

Albert Kahn Bldg., 9th Floor
7430 Second Ave.
Detroit, Michigan 48202
(313) 456-6000
(313) 935-9311 (fax)

1348 Front Street NW
Grand Rapids, Michigan 49504
(616) 454-7077
(616) 454-7885 (fax)

23077 Greenfield Road, Suite 500
Southfield, Michigan 48075
(248) 552-8020
(248) 552-1135 (fax)



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. . .offering programs to help people achieve their highest potential

Affiliated Companies:

Spectrum Community Services
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Visit us on the web at: www.spectrumhuman.org

Spectrum is a private, nonprofit 501(c)(3) charitable organization.

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