ANNUAL REPORT

July 1, 2020 - June 30, 2021
# Table of Contents

Mission .................................................................3
A Message from Our Leadership ............................4
Financial Position ...................................................5
Our Academic Progress ...........................................7
Service Overview ....................................................8
Executive Leadership .............................................11
Employees ............................................................12
Board of Directors ...............................................13
Donors and Contributors ......................................14
Mission

The Delaware Adolescent Program, Inc. (DAPI) provides a standards-based education for pregnant and parenting teens with unique outreach, mentoring and supportive services promoting empowerment and self-sufficiency.

Vision

To empower pregnant and parenting teens to achieve their dreams for themselves and their children.
Note from Our Leadership

Dear Friends of DAPI,

Thank you for your support in working with us for another year as we all battled through the pandemic. Our DAPI Daughters were challenged like all students in keeping their focus on academics, childbearing, and rearing, along with home-life situations. Despite it all, we crossed the finish line with 8 graduates this year.

This year we returned to in-person graduation with all the protocols in place. It was a grand day for all the graduates and their families. We did use videography for portions of the graduation as it was live-streamed on our YouTube Channel. Our hearts were warmed as we watched our very own DAPI Daughters reach another level of achievement with grace and dignity.

The Adolescent Parenting Connection Program (APCO) continues to meet the needs of the state of Delaware. Sessions were completed virtually to ensure that participants learned how to join in healthy relationships. We, again, received the support of the Delaware Department of Public Health and their partnership with the church Health Management Associates (HMA) to implement programming in many schools. We are appreciative of their continued partnership.

Thank you for supporting our mission and believing that despite our country's greatest challenges, you could trust and believe in the mission of DAPI. Thank you for remembering the needs of our DAPI families. Thank you for being part of our DAPI “Do-Gooder” Community. We would not be able to provide for our DAPI Daughters and our outreach participants without your generosity.

Finally, I want to acknowledge the commitment of our Board Chair, Dr. Jacqueline Jenkins, who continues to spend time ensuring that we have policies, keeps pushing quality programming, and serving as a confidante for the betterment of the entire organization. Her willingness to take the helm and insist on excellence will be remembered for a lifetime. Thank you, Rich Tulin, Board Treasurer, for your relentless commitment to DAPI and for always providing a calm fact-filled look at situations. Thank you also to Jill DiScuillo, Board Secretary, for providing steadfast support during challenging moments. Anne Correa, Vice-Chair, thank you for your years of commitment and making the Highmark Walk fun, as well as always making the fundraiser look easy. Thank you for believing in the mission and helping us get to another level of success. I appreciate the peace, creativity, and joy you always shared with all of us.

Thank you to the entire Board of Directors, for providing guidance and oversight. Thank you for trusting this office with another year of leadership as we continue the work for our young families.

Sincerely,

Doris L.P. Griffin
Doris L.P. Griffin
Executive Director
Financial Position

DAPI Expenses FY July 2020 - June 2021
$1,395,703

- Salaries & Benefits: 70%
- Rent: 3%
- Occupancy: 7%
- Other: 7%
- Professional Fees: 4%
- Admin & Office: 5%
- Program: 4%
- Insurance: 3%

DAPI Income FY July 2020 - June 2021
$1,452,763

- Grant in Aid: 62%
- Grants: 12%
- Trans/Food Pgm: 1%
- PPP: 10%
- Special Events/Oth: 3%
- United Way/In-Kind: 5%
Financial Position

DAPI Expenses FY July 2020 - June 2021
$1,395,703

- Salaries & Benefits: 70%
- Occupancy: 7%
- Other: 7%
- Admin & Office: 5%
- Professional Fees: 4%
- Program: 4%
- Insurance: 3%

DAPI Income FY July 2020 - June 2021
$1,452,763

- Grant in Aid: 62%
- Special Events/Oth: 3%
- Rent: 3%
- United Way/In-Kind: 5%
- Trans/Food Pgms: 1%
- PPP: 10%
- Grants: 12%
Financial Position

For the year ended June 30, 2021, the organization incurred a net gain of $57,060. DAPI continues its efforts to manage expenses while ensuring that students receive quality services.

The pandemic made for a challenging year in many ways, including fundraising. It was not possible to hold in-person fundraising events during the past year. Of tremendous benefit to offset this was the Paycheck Protection Program. DAPI meets the requirements for debt forgiveness for these funds, and the accountants have classified the full amount as a grant for FY2021. The Healthy Women Healthy Babies grant contributed $172,289 during the FY2021. State of Delaware Grant in Aid received was $893,580. These three funding sources provided 84% of DAPI’s income in FY2021.

The Board of Directors and Executive Staff are pleased with the financial position of the organization and the results of operations for the year ended June 30, 2021. There is confidence that the accomplishments from the past 12 months have put DAPI in a strong position moving forward, and will allow for a greater dedication of resources to help expand income opportunities.
The academic year 2020-2021 challenged our students and teachers as they moved to a fully virtual environment due to COVID-19. Despite the challenges of the pandemic, DAPI was still able to provide its full complement of courses following the dictates of the Common Core Curriculum.

The results of this chart and general overview reveal that academic focus has been a significant challenge for our students during the pandemic. The core course grades for 2020-2021 were significantly higher than for 2019-2020. However, many of our students did overcome significant challenges with online learning such as poor technology devices, distractions from family or friends during school hours, focus during virtual classes due to infants and toddlers at home; internet connectivity issues, as well as, feeling overwhelmed trying to complete assignments. As noted nationally, our students were part of the COVID-19 academic slide. It is clear that face-to-face learning is critical to student engagement; students learn better when they are physically in the classroom.

The pandemic has challenged our educators to work more creatively by using a variety of engagement strategies and tools to keep students' attention. During the school year 2020-2021, DAPI teachers used BrainBreaks, Quizizz, Khan Academy, EdPuzzle, Kahoot, in addition to our standard platforms. Students were given microscopes to move forward with experiments, as well as other materials to keep them involved.
DAPI Daughters Served
Students served in our traditional program

Percentage of Total Students on a Statewide level

- Sussex: 51.9%
- NCC: 33.3%
- Kent: 14.8%

Percentage of Student Ethnicities on a Statewide level

- African American: 50%
- Hispanic: 30%
- Caucasian: 15%
- Multi-Racial: 5%

Birth Information Statewide

- Live Births
- Second Pregnancy

Ages of Students Statewide

- Age Group: 12-14
  Total: 1 out of 27

- Age Group: 15-17
  Total: 21 out of 27

- Age Group: 18-20
  Total: 5 out of 27
Special Needs Education

Statewide IEP/504
Total: 6 out of 27

Statewide Credit Recovery
Total: 10 out of 27

Outreach

Adolescent Parenting Connection (APCO)
Total Served: 105 participants

- Milford High School
  Participants: 2
- Positive Outcomes
  Participants: 78
- Newark High School
  Participant: 1
- Parkway
  Participants: 14
- Sussex Central High School
  Participants: 3
- College/High School Graduate
  Participants: 2
- Westend Neighborhood House
  Participants: 5

Alumni Served
Total: 24

Total Number of Families Served
Total: 156
### Senior Information

- **Seniors Graduated**
  - Total: 8

- **College Attendance**
  - Total: 7 out of 8

- **College Acceptance**
  - Total: 6 out of 8

- **Employed**
  - Total: 4 out of 8

### Human Services

- **Court Adjudicated**
  - 8%

- **DFS**
  - 4%

- **Homeless**
  - 0%

- **Involved in Domestic Abuse**
  - 1%

- **Foster Care**
  - 4%

- **Low Income**
  - 85%
Inez Self-Simmons
Executive Administrative Assistant/Donor Relations Coordinator

Cheryl A. Hollingsworth
Office Manager

Dr. Nina Graves
Director of Education

Dr. Doris L. P. Griffin
Statewide Executive Director
2020-2021 Employees

**New Castle County Center**

Andrea Jones  
Dana Bailey  
Shelia Bordley  
John Coleman  
Timothy Johns  
Isatou Njie  
Donita Moore, MS  
Administrative Assistant  
Nurse/Maternal Health Instructor  
Math and Science  
English and History  
Business and Personal Finance Teacher  
Student Services Coordinator  
New Castle County Center Director

**Kent County Center**

Charletter Allen  
Kimberly Stewart, LPN  
Deborah Tyner-Tribbett  
Jasmira Ross  
Angela Gibson  
Renatae Burton  
Eileen Wilkerson, MS  
Administrative Assistant  
Nurse/Maternal Health Instructor  
History and Elective Instructor  
Social Services Administrator  
Social Services Coordinator  
English/Special Education  
Senior Center Director

**Sussex County Center**

Angelita Orta  
Beth Weatherby  
Kimberly Parker  
Bonnizu Scharon  
Robert Marinelli  
Joseph Colleli  
Kim Wright  
Administrative Assistant  
Nurse/Maternal Health Instructor  
History /Electives Instructor  
Bilingual Student Services Coordinator  
Math and Science  
English  
Sussex County Center Director

**Consultants**

Joe Evans, Results Tutoring  
Kelly and Bria Evans, Evans Entertainment Group, LLC  
Lisa Savage, The Center for Child Development  
Laura D. Mood, LDM Accounting Services  
Naomi Solorio Photography, Photographer
2020-2021 Board of Directors

Dr. Jacqueline D. Jenkins
Board Chair

Vice Chair

Dr. Sandi Hagans-Morris
Dr. Malinda Hudson
Sade Truiett
Dr. Janice Tildon-Burton
Rachel Lindeman

Secretary

Representative Stephanie Bolden
Darrian Crenshaw
Dr. Malvine Richard
Dr. Whitney Williams

Treasurer

Advisory Board

Enid Wallace-Simms
Patrice Gilliam-Johnson, Ph.D.
Michael Fleming
Lisa Collins
Marla Blunt Carter

Honor Board Member

Senator Margaret Rose Henry
Thank you to our 2020-2021 Donors
Thank you to our 2020-2021 Donors

Thank you for your support towards Giving Tuesday, DoMore24, Young Mothers' Month, and the Highmark Walk

Jerry Hartsell
Sandro Miller
Kay Keenan
Nicolle Gusta
Karen Jones
John Mark
Mary Daniels
Crystal McCay
Josephine Griffin
Sarah Sorden
Leon Simmons
Gail Favors
Dr. Jacqueline Jenkins
Marcella Martin
Dr. Doris L.P. Griffin
Dr. Gloria James
Dr. Malinda Hudson
Donita Moore
Lisa Savage
Richard Tulin
Deborah Richardson
Shevelle Cannon
Margaret McCaffery
Kenneth Elston
Jill DiScuillo, Esq.
Jacqueline Nix

Suzanne Nix
Regina Johnson
Stacy Burwell
Trina Turner
Ellyn Moore
Kathryn Bennett
Monqiue Cornish
Alexis Truiett
Shirley Shellton
JJ & Teri Carter
Robin Lynne
Valerie Freeman
Delores Mingledoff
Rebecca Dickerson-Johnson
John Buckley
Vernita Dorsey
Adrienne Casale
Christina Jones-Bey
Grace Dehel
Lavette Hollingsworth
Lynne Twyman
Sarah Kashner
Kathleen McKusick
Therren Rodriguez
Pat Devoll
Ikeya Mitchell
Thank you to our 2020-2021 Donors

Thank you for your support towards Giving Tuesday, DoMore24, Young Mothers' Month, and the Highmark Walk

Beth Weatherby
Mrs. Kia Gaymon
Mrs. Marquita Rice
Mrs. Rebecca Bailey-Bell
Phil Bailey
Tamara Bell
Tamika Daniels
Valerie Freeman
Aaron
Angela Thomas
Educating all Angles, LLC
Iyohn Stokes
Isatou Njie
Cola Thompson
Connie
Helen Anderson
Birdsnest
Bob Marinelli
Ja’Nasia Hopkins
Jamesha Hopkins
Jennifer Velazquez
Juan Pettyjohn
Maleka Pettyjohn
Marisol
Mrs. Maryanne Miller
Reggie Pennington

Ty Hopkins
Charletter Allen
Eileen Wilkerson
Gibson’s Lawn Maintenance
Kandis Lebron
Kimberly Stewart
LaTosha Hollis
Tanya Johnson
Deitra/Deneen Redd
Sandi Hagans-Morris
Anne Correa
Timothy Johns
A. Wray
Delores Mingledoff
Eric Johnson
Jacqueline Pizarro
Linda Gardner
Ikeya Mitchell Campbell
J. Grazier
JaNe’t Pearson
Jayden Bailey
Lamika Chambers
Levette Todd
Lynnette Womack
Morris Family
Yvette Santiago
Thank you to our 2020-2021 Donors

Thank you for your support towards Giving Tuesday, DoMore24, Young Mothers' Month, and the Highmark Walk

Tynetta Brown
Temeka Rice
Kristen Isaac
Kimberley Chambers
Jarinat Sola-Rufai
Inez Self-Simmons
Marilyn Green
Stan Sipple
Janice Burton
Geraldine Jamison
Keisha Kilson
Dionne Price
Bernice Edwards
Michelle Hill
Monica Washington and Friends
Shirley Beckett-Ahmed
Brenda Millar and Staff
Akeisha Poindexter
Tameika Fields-Burke
Shanika Walker
Andrea Clark
Victoria Brown and Friends
Jamillah Smith and Friends
Tara Graves and Friends
Robyn Pettiford and Friends
Rahneesha Redd

Marissa Castello
Grace Brittingham
Lynae Spratley
Gemma Lowery
Darrian Crenshaw
Donzell Harmon
Cassandra Evans
Sanya Burbage
Rhonda Craddolph
Louise Cummings
Stephanie Bolden
William Grimes
Donyell Coleman
Brian Gillis
Roxanne Allen
Diane George
Elise Roedenbeck
Esther Pepper
Brian Gillis
Pete Dakunchak
Sandi Hagans-Morris
Shonda Frazier
Amber McClendon
Michele Minor
Lynda Keyser
Malvine Richard
2020-2021 Donors

Corporate, Business, and Organizational Donations

Alpha Kappa Alpha Sorority, Inc. -- Epsilon Iota Omega Chapter
Alpha Phi Alpha Fraternity, Inc – Zeta Rho Lamda Chapter
Amazon
Arthur Hall Insurance
Boscov's Department Store, LLC
Caring Hearts and Helping Hands
Delaware Department of Health and Social Services
Delta Sigma Theta Sorority, Inc. -- Sussex County Alumnae Chapter
Delta Sigma Theta Sorority, Inc. -- Wilmington Delaware Alumnae Chapter
Department of Public Health
Evans Entertainment
Fears Promotions
Food Bank of DE
Frederica Spring Creek Lions Club
Givinga Foundation, Inc.
GFWC- Zwaanendael Women's Club
Goode Cleaning Service
Jen-Mor Florist
Journey Unveiled, Inc.
Justice of the Peace Court of 07
Kappa Alpha Psi Fraternity, Inc. -- Sussex County Alumnae Chapter
2020-2021 Donors

Corporate, Business, and Organizational Donations

Lefty's Alley and Eats
L.W. Visions to Design Event Planning
Morris James, LLC
NERDiT Now
Naomi Solorio Photography
National Outdoor Media
Optum Care Plus
Reach Development
Results Tutoring
Senators HOA
Sigma Gamma Rho Sorority, Inc. -- Epsilon Iota Omega Chapter
First State Community Action Agency
State Farm Insurance
Tot's Turf Early Learning Center
UPS
United Way of Delaware, Inc.
Whisman Giordano & Associates LLC
Thank you to our 2020-2021 Donors

**Faith Based Community**

Mt. Zion AME Church  
Power House Ministries  
West Grove Presbyterian Church  
Wyoming United Methodist Church

**Government Grants**

Kent County Levy Court  
Sussex County Council  
State of DE - DPH

**Financial Institutions**

Artisans’ Bank  
Bryn Mawr Trust  
Del-One Federal Credit Union  
Discover  
M&T Bank  
WSFS Bank

**Foundations**

Gilbert Tietz & Marylou Carrico Tietz  
Marshall Kirk McKusick & Eric P. Allman  
M&T Bank Charitable Foundation
2020-2021 Mentors and Volunteers

Latasha Watson
Shadette Brittingham
Adeline Nukuna
Adrian Branch
Brandi Davis
Patricia Fritz
Tamara Gibbs
John Hales
Darshell Kenney
Angel Nicholson
Jenna Parker
Blake Riggleman
Kyleena Riggleman
Joy Sripongsai
Amy Vandercapellen
Amanda Hazzard
Michele Hill
Ikeya Mitchell
Tameika Fields-Burke
Valerie Freeman

Gail Favors
Tonya Batch
Kimberlyne Bethea
Lateshsha Collick
Kylee Hollenbaugh
Caliegh Alfarone
Angela Lacovara
Chandler Salley
Dana Bailey (Special Projects)
Akeisha Poindexter
Rahneesha Redd
Delores Mingledoff
Monica Washington and Friends
Shirley Beckett and Friends
Jamillah Smith and Friends
Tara Graves and Friends
Shirley Beckett and Friends
Victoria Brown and Friends
Shanika Benard Walker
Andrea Clark
Robyn Pettiford and Friends
Board Member, Darrian Crenshaw, is pictured donating baby supplies to the NCC Center.

Sussex County Graduate, Daniela Diaz-Rodelo, is pictured with her family after the graduation ceremony.
SECURING YOUR BUSINESS BY ADDRESSING YOUR RISKS

Arthur Hall Insurance provides risk management solutions and insurance programs to companies of all sizes and complexities. We’ll help you protect your life’s work by asking the right questions and sharing our years of experience and expertise. **Contact us so we can help you navigate a risky world and protect what matters most to you.**

**Arthur Hall Insurance**

**ADVISOR. ADVOCATE. AGENT.**

arthurhall.com • info@arthurhall.com

West Chester, PA  610-696-2394 • Wilmington, DE  302-658-0100

---

Del-One Federal Credit Union

is a proud supporter of the

Delaware Adolescent Program, Inc.
We’re right around the corner.
And always in yours.

For nearly 200 years, WSFS Bank has stood for one thing: Service. We’re committed to doing what’s right and helping the communities where we live, work and play. That’s why we’re honored to support Young Mothers’ Month and the Highmark Walk.
M&T Bank is proud to support Delaware Adolescent Program, Inc.
At **Morris James**, our Family Law practice is widely regarded by our clients, our legal peers and the community as the preeminent family law practice in Delaware. Our attorneys counsel clients in their most personal legal matters, including divorce, child custody, child support, division of marital property and alimony.

Gretchen Knight was recently named “Lawyer of the Year” and Jill Spevack Di Sciullo was recognized by Best Lawyers of America 2021 for their representation of individuals in family law matters. With Morris James, **Expect More.**

- Divorce
- Division of Marital Property
- Divorce Mediation
- Alimony/Spousal Support
- Premarital Agreements
- Child Custody and Visitation
- Child Support
- Guardianship of Children
- Gestational Carrier Agreements
Proud to support DAPI!

Artisans’ Bank has helped our local community succeed since 1861.

Artisans’ Bank

12 Locations across Delaware!

ArtisansBank.com
A Proud Supporter of
Delaware Adolescent Program

BANKING • WEALTH MANAGEMENT • INSURANCE

visit us today at bmt.com

Deposit products offered by Bryn Mawr Trust, Member FDIC.
Products and services are provided through Bryn Mawr Bank Corporation and its various affiliates and subsidiaries. Insurance products are offered through BMT Insurance Advisors, a subsidiary of Bryn Mawr Trust. The Bryn Mawr Trust Company of Delaware is a subsidiary of Bryn Mawr Bank Corporation. © 2021 Bryn Mawr Trust

INVESTMENTS & INSURANCE: NOT A DEPOSIT. NOT FDIC-INSURED. NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY. NOT GUARANTEED BY THE BANK. MAY GO DOWN IN VALUE.