

Gaston Community Action, Inc.

Annual Report

2017 - 2018



Helping People, Changing Lives

Since 1964

Table of Contents

Our Vision, Mission and Community Action Promise	3
About Us	4
Board of Directors	5
Letter from Executive Director	6
Head Start	7-16
Community Service Block Grant	17-22
Financial Information	23
RUN 2017	24-25

*O*ur Vision

“To diversify funding to empower the agency to maintain and grow its programs and services”

*O*ur Mission

“To stimulate a better focusing of all available local, state, private and federal resources upon the goal of enabling low income families, and low income individuals of all ages, in rural and urban areas, to attain the skills, knowledge, and motivations and secure the opportunities needed for them to become self-sufficient.”

*C*ommunity Action Promise

Community Action changes people’s lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

About Us

The Beginning of GCA

Gaston Community Action, Inc. is a private non-profit corporation chartered by the State of North Carolina to operate anti-poverty programs in Gaston County on October 22, 1964. Structured in accordance with standards and requirements of the federal Economic Opportunity Act of 1964 and subsequent amendments, "the basic purpose of community action is to stimulate a better focusing of all available local, state, private, and federal sources upon the goals of enabling low-income families and low-income individuals to obtain skills, knowledge, and motivations, and secure the opportunities for them to become fully self-sufficient"

Agency Overview

The agency administers programs in Cleveland, Gaston, Lincoln and Stanly Counties. Funded by the U.S. Department of Health and Human Services and Human Services Administration for Children and Families, North Carolina Department of Health and Human Services of Economic Opportunity. GCA employs a staff of about 120 and operates on an annual budget of over 6 million.

GCA has continuously provided services and advocacy on behalf of the poor and disadvantaged since its inception and charter. Our programs are planned after holding public hearings to solicit community input. Head Start educates 431 preschool children in Gaston and Lincoln Counties. The CSBG program is directed toward making low-income residents of the four counties self-sufficient by providing help with employment, housing, education and transportation.



Board of Directors

GCA's Board of Directors

is comprised of 18

members representing

three sectors;

- **Public (appointed by the county commissioners)**
- **Citizen (elected by the low-income residents)**
- **Private (appointed by civic groups)**

**CONSULTANT TO THE
BOARD**

Wanda Wyont

NANCY MAYNOR—Chairman

HUGH GRANT—Vice-Chair

DEBORAH OATES—Secretary

JOYCE COLEMAN—Treasurer

JOSIE BROOKS—At Large

LABONNIE KNIGHT

MARY GIBSON

JOYCE COLEMAN

REESHIA BELL

WILLIAM LINDSAY

JOHN MADDOX

DEVONDA FRIDAY

GEORGIANNA HARTGROVE

ASHLEY RUDISILL

ROBERT POPE

DELORIS CHAMBERS

Executive Director

Dear Friends,

The 2017-2018 fiscal year finds Gaston Community Action, Inc. continuing to strive and prosper.

Our programs are continuously being improved and enhanced to serve our communities.

The Board has created vision and mission statements to clarify GCA's strategic guide for the future.

When parents and families speak about "Early Childhood Education and Family Assistance, Gaston Community Action should be their immediate thought.

Throughout this report, we share how GCA's mission was executed to accomplish great strides over the past year.

If GCA is to fulfill its vision: to diversify funding, to empower the agency, to maintain and grow its programs and services, then we need your help, your support, and your feedback. We cannot stop and rest on our past successes. You are why we are here and together we can build the future for our communities.

My deepest thanks to all of you who attend and contribute to a successful year. This includes participants, committee members, vendors, and volunteers. Without your time, energy and efforts, GCA truly would not have made our successes possible.

Sincerely,

Joseph W. Dixon

Executive Director





HEAD START



**Annual Report School Year 2017-2018
In fulfillment of the requirements of the
Preparing Head Start for School Readiness
Act of 2007(644(a)(2)(B))**

*Copies of this report are available
To community members upon request*

This report is prepared to comply with the reauthorized Head Start Act of 2007. This Act, specifically Section 644 (a) (2) (B), and states:

Gaston Community Action, Inc. is committed and dedicated to ensure the Head Start children will be prepared to succeed in school and life. The Gaston Community Action School Readiness team is comprised of parents, staff, community partners, and the local school systems. The responsibility of the team is to make certain the school readiness goals align with the Head Start Early Learning Framework, the North Carolina Early Learning Guidelines and the local school system expectations. We will focus on implementing projects and activities that bring about the most efficient use of resources that will positively influence the lives and environment of the children and families we serve.

Each Head Start agency shall make available to the public a report published at least once in each fiscal year that discloses the following information from the most recently concluded fiscal year, except that reporting such information shall not reveal personally identifiable information about an individual child or parent:

- The total amount of public and private funds received and the amount from each source
- An explanation of budgetary expenditures and proposed budget for the fiscal year
- The total number of children and families served, the average monthly enrollment
- The percentage of enrolled children that received medical and dental exams
- Information about parent engagement activities
- The agency's efforts to prepare children for kindergarten
- Any other information required by the Secretary
- Implementing School Readiness goals for preschoolers



GCA'S APPROACH TO SCHOOL READINESS GOALS FOR CHILDREN

Head Start defines school readiness as children possessing the skills, knowledge, and attitudes necessary for success in school, for later learning and life. The Head Start approach to school readiness means that children are ready for school, families are ready to support their children's learning, and schools are ready for children.

Gaston Community Action, Inc. Head Start is committed to ensuring that children who leave our Head Start program are prepared when they enter the kindergarten program in the public schools. The teaching staff use various strategies including the CLASS observation tool to enhance best practice to ensure all children enrolled are working toward meeting goals in all domain areas. These domain areas are assessed daily. The five essential domains are:

- Approaches to Learning and Play
- Social-Emotional Development
- Cognition and General Knowledge
- Language Development and Literacy Knowledge and Skills
- Physical and Health Development

With the implementation of these domains GCA HS will ensure that children (including those with disabilities) are fully equipped with the necessary skills to successfully transition to kindergarten. The training and mentoring of teaching staff is critical in meeting school readiness goals. Parents are included in goal setting in order to help the child's progress.

FAST FACTS

- Head Start Employs 88 employees
- Contracts with local agencies to provide preventive health, nutrition, disability and mental health services to children and families
- Operates 7 Head Start Centers (3 in Lincoln County 4 in Gaston County)
- Serves children 3 and 4 years of age with birth date by August 31 of that year
- Operates four (4) NC Pre-K classrooms two (2) Highland Charter Head Start 324 N. Highland Street, Gastonia, NC two (2) Lincoln Park Head Start Center 140 Industrial Park Rd. Lincolnton, NC
- Serves children breakfast, lunch and snack
- Operates 7:45 AM – 2:15 PM each day in conjunction with Gaston and Lincoln County school calendars
- Total enrollment is 431 at all times. Children who drop/add are replaced timely.
- Number of three year olds served—232
- Number of 4 year olds served—279

FUNDING SOURCES

The Head Start Program received funding from the following sources in FY 2017-2018

Funding Source	Amount		
	7/1/17 - 3/31/18	4/1/18 - 6/30/18	TOTAL
Head Start, OHS, DHHS	3,444,598	703,541	4,148,139
GCA Non-federal share	876,481	222,268	1,098,749
Gaston Pre-K	40,050	61,200	101,250
Lincoln Pre-K	35,738	89,562	125,300
USDA	285,897	59,168	345,065
E-Rate	0		0
Other	<u>504</u>	<u>15</u>	<u>519</u>
TOTAL FUNDING	4,683,268	1,135,754	5,819,022

BUDGET AND EXPENDITURES

BUDGET EXPENDITURES			
	7/1/17- 3/31/18	4/1/18 - 6/30/18	TOTAL
Personnel	1,504,622	376,875	1,881,497
Fringe Benefits	471,518	137,980	609,498
Travel			0
Equipment			0
Supplies	254,637	7,725	262,362
Contractual	451,755	97,501	549,256
Facilities/Construction			0
T&TA	41,820	24,107	65,927
Other	707,617	107,796	815,413
Indirect Costs	415,399	120,921	536,320
GCA Non-federal share	<u>876,481</u>	<u>222,268</u>	<u>1,098,749</u>
Total	4,723,849	1,095,173	5,819,022



Head Start Annual Report Budget Justifications Fiscal Year 2017-2018

Personnel	1,881,497	Includes compensation for all Head Start employees for services rendered to the program.
Fringe Benefits	609,498	Includes FICA, health insurance, life insurance, disability insurance, workers comp insurance, SUTA and retirement paid on behalf of eligible staff.
Supplies	262,362	Includes janitorial supplies, office supplies, disabilities supplies, program supplies & medical/dental supplies.
Contractual	549,256	Includes child dental treatment, child medical treatment, equipment rental/ lease, child audiology contract, child mental health contract, school lunches, contract food & delivery, & nutrition consultant.
T&TA	65,927	Includes employee development and training & technical assistance for staff.
Other	815,413	Includes all other expenditures necessary for Program function such as communications, storage rental, postage, local travel, space costs, field trips, translation, dues & registration, publications, printing, advertising, policy council & parent activities, equipment maintenance & repair, liability insurance, transportation costs, professional services, facility repairs & licensing, & technology costs.
Indirect Costs	536,320	Includes all allowable expenditures within the indirect cost pool to administer the Program.
GCA Non-federal share	<u>1,098,749</u>	Includes property or services that benefit the Head Start program and are contributed by non-Federal third parties without charge to the grantee.
Total	5,819,022	

Financial Audit Results: For the year ended June 30, 2016, the auditor issued an unmodified opinion. There were no financial statement findings and no questioned costs.

NUMBER OF CHILDREN AND FAMILIES SERVED

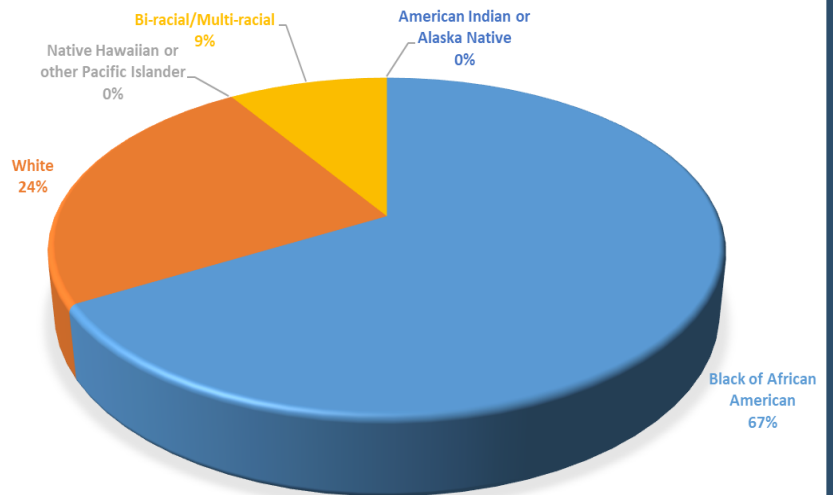
Our Children

Gaston Community Action, Inc.'s Head Start is funded through the Department of Health and Human Services, Administration for Children and Families, Office of Head Start. Our funded enrollment is 431 children. Children who leave the program are replaced by those on a waiting list.

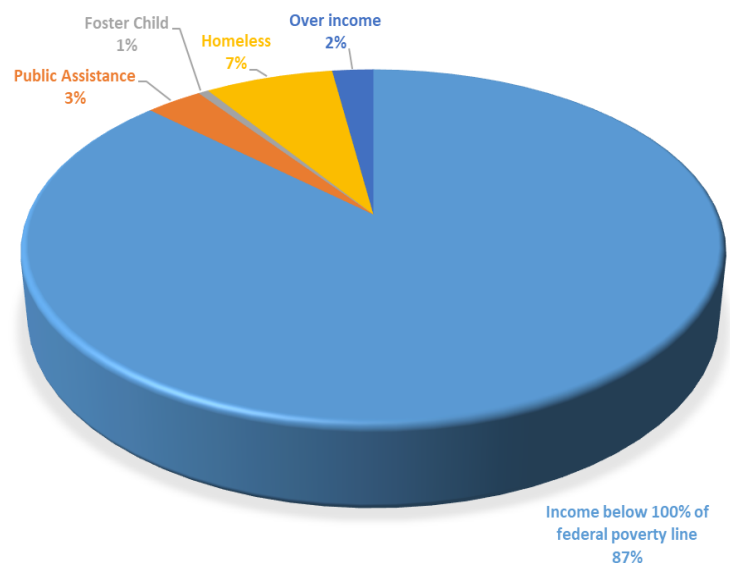
Our Families

Gaston Community Action, Inc. Head Start served 511 families. 340 are single-parent families; 143 are two-parent families; 14 are homeless and 2 foster families.

ETHNICITY AND RACE



TYPE OF ELIGIBILITY



PARENT ENGAGEMENT/MALE ENGAGEMENT

Gaston Community Action, Inc. Head Start strongly encourages parent participation. Parents are their child's first teachers, and are the key to the design and success of the program. Parents are encouraged to participate in a variety of activities, including:

- Parent/staff meetings and trainings
- Policy Council meetings
- Parent-Teacher Conferences
- Home Visits
- Classroom volunteer
- Parent/Staff Trainings held monthly
- Special Programs for male involvement

The program provides newsletters and a monthly calendar to parents that include upcoming events. The menus are posted weekly, breakfast, lunch, and snack. The center news and other items of interest are also posted on the parent information board.

TRANSITION TO KINDERGARTEN

Preparing Children for Kindergarten

240 children transitioned to Kindergarten in May 2018. Transition meetings are held in April of every year to assist parents of children who are moving on to kindergarten. A tour of the local public school is scheduled to familiarize the families of the setting and routines; parents are given opportunities to ask questions of kindergarten teachers. Parents are encouraged to participate in transition activities. Transition documentation containing all health developmental and educational information will follow the child to their assigned school.

Collaboration Agreements

Gaston Community Action, Inc. collaborates with two LEA's (Gaston and Lincoln) in our service area. These agreements help coordinate disability services for children who required needed services from these local school systems.

PROGRAM NOTICE AWARD FOR FIVE YEAR HEAD START PROJECT PERIODS

The Office of Head Start (OHS) is moving from indefinite project periods to five year project periods for all Head Start grantees. This requires changes on OHS funding practices and oversight of Head Start Programs. Changes in oversight will include improved communication between federal staff and grantees, as well as ongoing analysis of data to determine the type of support needed by grantees. The main purpose of improved oversight is to demonstrate the quality of program services, the effectiveness of management systems, and the achievement of outcomes for children, families, and communities. This is our agency's fifth (5) year of the five (5) year period. We are in the process of

applying for another five years of grant period. We are monitored regularly. Monitoring visits are for Health and Safety; ERSEA and Fiscal.

OHS APPROACH TO SCHOOL READINESS FOR GCA's HEAD START PROGRAM

The Head Start School Readiness encompasses three major frameworks that promote an understanding of school readiness for parents and families. The three frameworks provide the foundation for implementing a systemic and integrated comprehensive child development service including family engagement. Grantees must



MEDICAL AND DENTAL

Medical Homes

97% of enrolled children have an ongoing source of continuous, accessible health care. 5% are eligible to receive medical services through child care insurance.

95% of children are enrolled in Medicaid 5% are enrolled in private health insurance plans. Head Start works cooperatively through both County Health Departments and our Nutrition Consultant to perform heights, weights, blood pressure, dental screening, fluoride varnish, blood lead screenings, and review of immunization records.

Dental Exams

98% enrolled children have continuous, accessible dental care.

Nutrition

Menus are provided in English and Spanish for parents and public review.

We participate in the Child and Adult Care Food Program (CACFP). During our school year we serve approximately 211,20 meals.



Serving Gaston & Lincoln Counties

The Head Start center has a central office in Gastonia and (7) Head Start Centers in Gaston and Lincoln counties.

CENTRAL OFFICE

223 N. Morris Street

Gastonia, NC 28052

(704) 866-8721

www.gastonca.org



Gaston County

Cherryville Head Start—4 Star

203 Elm Street

Cherryville, NC 28021

(704) 435-8946

37 Students—2 Classrooms

Highland Charter Head Start—5 Star

324 N. Highland Street

Gastonia, NC 28052

(704) 866-9874

119 Students—7 Classrooms—2 NC Pre-K Classrooms

Rankin I—4 Star

714 Rankin Ave

Gastonia, NC 28052

(704) 861-2285

60 Students—3 classrooms

Rankin II—4 Star

304 N. Highland Street

Gastonia, NC 28052

(704) 866-6345

68 Students—4 Classrooms

Lincoln County

Oaklwan Head Start—4 Star

410 Linden Street

Lincolnton, NC 28092

(704) 735-4702

38 Students—2 Classrooms

Deaton Head Start—4 Star

101 Deaton Ave

Lincolnton, NC 28092

(704) 732-3201

16 Students—1 Classroom

Lincoln Park Head Start—4 Star

140 Industrial Park Road

Lincolnton, NC 28092

(704) 732-1216

93 Students—6 Classrooms

2 NC Pre-K Classrooms



Community Service Block Grant



2017-2018 Outcomes



Brenda Smith, Director

The Office of Economic Opportunity in 1981 was assigned the responsibility of administering the federal Community Services Block Grant Program (CSBG). GCA operates the Total Family Assistance Program (TFAP) with funds provided through the CSBG program. The program helps the low-income participants improve their economic well-being.

GCA's TFAP promotes self-sufficiency by providing services to meet individual needs such as employment, housing and crisis prevention. It also provides information and referrals through collaboration with community partners in the counties we serve, Gaston, Lincoln, Cleveland and Stanly. Reality Therapy/Control Theory techniques are used to help clients become aware of why and how they are behaving and how making better choices and modifying their behavior can help them gain better control of their lives.

The number of families enrolled in the program from July 1, 2017 through June 30, 2018 was 238, resulting in 649 individuals benefiting from services provided.

Outcome Measures (Required Standard)
Plan Year 1
July 1, 2017 to June 30, 2018

<i>Program Results</i>	<i>Target</i>	<i>Achieved</i>
Planned participants	197	238
Moved Above the Federal Poverty Guideline	24	20
Obtained Employment	30	12
Obtained Better Employment	18	10
Obtained Jobs With Medical Benefits	4	1
Completed Education/Training	21	4
Secured Standard Housing	24	12
Received Emergency Assistance	121	84
Provided Employment Support	75	52
Provided Education Support	20	11





Community Service Block Grant (CSBG) Performance Measure

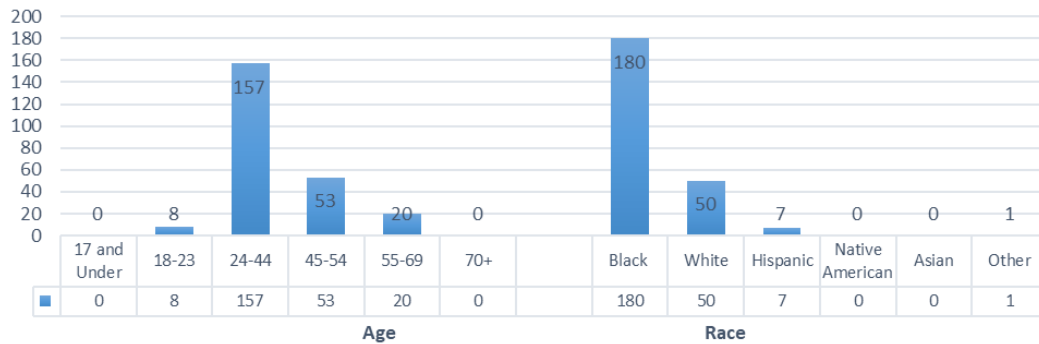
Explanation of achievement of performance outside the expected 80% - 120% Range

Performance Measure	% Achieved	Explanation
The number of participant families served	120.81%	The .81% represents a homeless family requesting services in June 2018
The number of low-income participant families rising above the poverty level.	83.33%	
The number of participant families obtaining employment.	43.33%	89.92% of clients had some source of income
The number of participant families who are employed and obtain better employment.	55.56%	Those who already have a job (184) are stuck in place out of fear of losing the one job they have.
The number of jobs with medical benefits obtained.	25.00%	Clients have to really prove their loyalty (staying power) in order to get medical benefits.
The number of participant families completing education/training programs.	19.05%	Most clients are reluctant to enroll in school or training because they feel other needs at present outweigh education/training.
The number of participant families securing standard housing.	50.00%	77% of clients had homes. Those placed in housing were living in substandard dwellings or on the verge of being evicted.
The number of participant families provided emergency assistance.	69.42%	Carryover clients were 76 more than anticipated and received emergency services in the previous year.
The number of participant families provided employment supports.	69.33%	This result is driven by those seeking employment.
The number of participant families provided educational supports	40.74%	There were 53 clients education level below GED. Clients are reluctant to upgrade their skills.



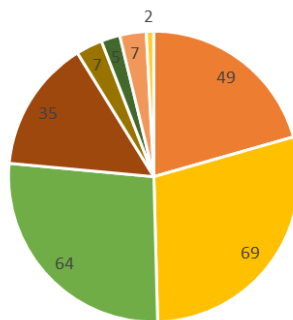
Community Service Block Grant (CSBG) Demographic Synopsis

Customers Active In the Program 7/2017 to 6/2018



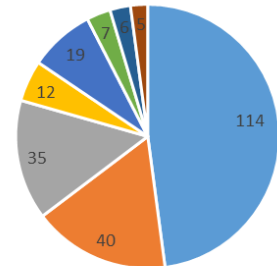
Family Size

- One
- Two
- Three
- Four
- Five
- Six
- Seven
- Eight or more

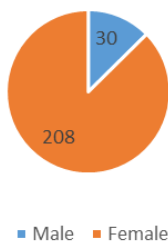


Level of Income

- \$0 - 12,060
- 12061 - 16240
- 16241 - 20420
- 20421 - 24600
- 24601 - 28780
- 28781 - 32960
- 32961 - 37140
- 37141 - 41320

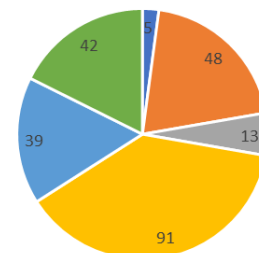


Gender



Education

- 0-8
- 9-12 Attended (non-graduate)
- GED
- High School Graduate
- College (non-graduate)



Success Story!

Client is a 27 year old single parent with two children and another child on the way. She does not have a high school diploma or GED, no transportation but depends on friends and public transit. Her two children were living with her brother, but later placed in foster care. She was living at the Salvation Army Shelter and only had 30 days to stay at shelter. She was dealing with depression and other mental issues. Client received no child support from absent fathers, but she had an ordered to pay child support to the state for her two children in foster care. She was working part-time at a retail store earning \$7.25/hr.

She was able to secure better paying jobs after she gave birth to her son and receives assistance from DSS through the benefit diversion plan. DSS assisted her with child care and the Total Family Achievement Program (TFAP) assisted her with gaining housing at a location on the public bus line and provided transportation assistance in the form of bus tickets to get back and forth to work. She gained transportation with her tax refund which enabled her to continue to seek better employment. She was assisted with car insurance throughout the TFAP also.

She was able to gain custody of her two children from foster care, no longer has to pay child support to the state and now receives child support from the absent father—\$349.00/month.

She was referred to counseling for mental issues and agreed to take medication. She has not worked on her education yet due to work and taking care of her children and has family support. She allowed her brother to move in with her to help with the children and bills. Her eligibility income was \$333.51 and is now above the poverty guideline, \$23,901.36. So thankful for the assistance she received through the TFAP program and plans to return to school.

Serving Gaston, Cleveland, Lincoln and Stanly counties

The CSBG has a central office in Gastonia and offices in Cleveland, Lincoln and Stanly County.

CENTRAL OFFICE

223 N. Morris Street

Gastonia, NC 28052

(704) 866-8721

www.gastonca.org

Gaston

Brenda Smith

Robin Conner

Leslie Lowery

Sandra Dunlap

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Lincolnton, NC 28092

(704) 480-9744

Cynthia Vinson

Skylar Littlejohn

Anthony Simpson

Stanly

507 Old Charlotte Road

Albemarle, NC 28001

(704) 985-1928

David Brown

Kenya Sellers

Financial Information

July 1, 2017 - June 30, 2018

<u>PROGRAM</u>	<u>GRANT SOURCE</u>	<u>FUNDING</u>
Head Start	US Dept. of Health & Human Services Administration for Children and Families	4,148,139
	USDA	345,065
	Pre-K Gaston & Lincoln County	226,550
	Non-Federal Share	1,098,749
CSBG	NC DHHS - Division of Social Services	1,011,575
Other Revenues		<u>35,787</u>
Total		6,865,865



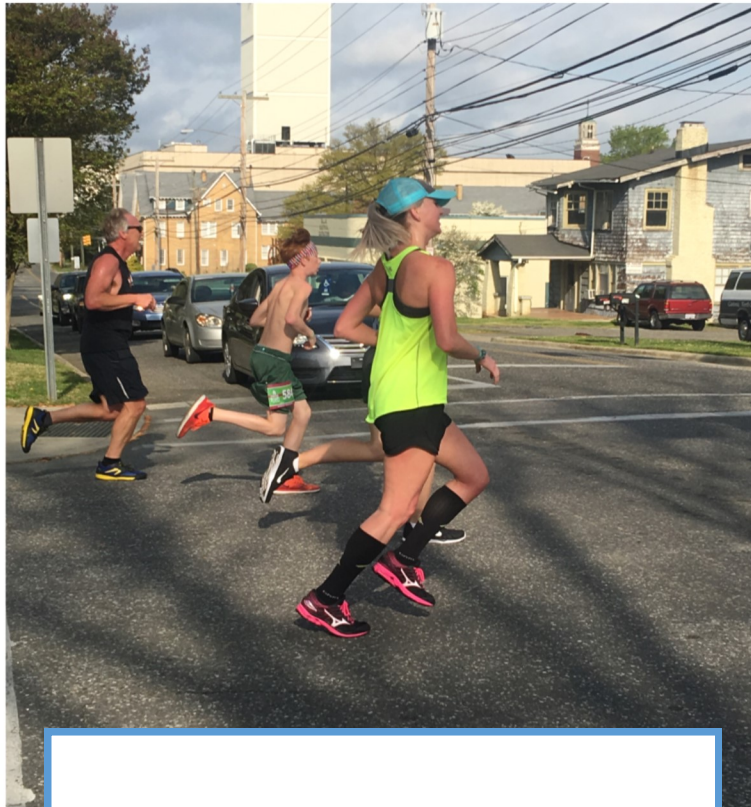
RUN 2018

GCA would like to thank the Board of Directors and staff for their participation at the RUN 2018





RUN 2018



**Special “Thanks” to
Shelly Robinson
our designated runner.**

Notes