

The Agricultural and Labor Program, Inc.

2009 Annual Corporate
Meeting & Luncheon

*Embracing The Power To Change:
ALPI's Blueprint For The Future*



January 24, 2009

Chain O' Lakes Complex • Winter Haven, FL

Celebrating 41 Years of Service

The Agricultural and Labor Program, Inc. (ALPI), headquartered in Winter Haven, Florida, is an IRS certified 501(c)(3) private, nonprofit organization. The Agricultural and Labor Program is a direct descendent of The Agricultural and Labor Project, established in 1968 by the Coca-Cola Company to improve the quality of life for farm workers in their Florida citrus operations. Today, ALPI serves the total spectrum of socially and economically disadvantaged children and families throughout Florida.

In the early 70's, the organization made available child care services to the children of migrant and seasonal workers when no other service providers were available to meet the child care needs of these families. Since the late 70's, ALPI has continued to operate as the Central Agency for Subsidized Child Care

Services that provides child care for as many as 6,000 children per year!

Over the years, a vast network has been established by ALPI. This network is comprised of agencies, churches, organizations and private groups and/or individuals whereby some provide direct financial assistance, others distribute applications for services. Partnerships and collaborative efforts between ALPI and the communities we serve are crucial to the success of service delivery.

In the years since its inception, The Agricultural and Labor Program, Inc. has continued to grow and to expand efforts to assist those persons that the organization was chartered to serve. *This effort is continuous and will exist as long as there are persons needing services.*





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Message from the ALPI Board Chairperson

Welcome Community Leaders, Friends, Staff and Corporate Members!



On behalf of the ALPI Board of Directors I wish to thank you for attending our 41st Annual Corporate Meeting and Luncheon. What a wonderful organization to be associated with!

ALPI has made great strides toward leveling the playing field for those who are less fortunate. Our commitment to children, families, and farmworkers is reflected in more than \$150 million dollars garnered and administered by ALPI's "Incredible" Chief Executive Officer, Deloris Johnson. Our focus is to provide a mechanism to achieve and maintain family stability even under the present dire forecast, because our commitment to self-sufficiency will result in true human service delivery. We touch and change lives.

While the present may seem bleak, with the downturn on Wall Street, loss of jobs, setbacks in the housing market, bank failures, bailouts of major businesses, etc., I am optimistic and confident after reading President Barack Obama's plan for America. The ALPI Board is poised to work hard, perform our fiduciary duties, and continue making a difference in people's lives throughout the State of Florida.

I wish to thank our Chief Executive Officer, Deloris Johnson, her staff, our friends, business partners, community leaders, volunteers, corporate members, and this exceptional Board of Directors for a job well done. Its because of everyone's contribution, support and dedication that we are able to make a difference in our communities.

Your presence here today confirms the effectiveness of what community is all about ... without you we would not be where we are today.

Sincerely,

William Holt

William Holt
ALPI Board Chairperson

Greetings



United States Senate

WASHINGTON, DC 20510-0905

January 24, 2009

BILL NELSON
FLORIDA

Ms. Deloris Johnson
Chief Executive Officer
Agriculture and Labor Program, Inc.
300 Lynchburg Road
Lake Alfred, Florida 33850-2576

Dear Ms. Johnson:

It is with great pleasure that I congratulate you today at the celebration of your 41st year of providing invaluable services to the citizens of Florida. I salute your commitment and dedication to assisting those most in need by providing resources related to jobs, social services, health care, education, and so much more.

As the senior U.S. Senator from Florida I am grateful for the many ways in which you help those in your care to find long term solutions. In these difficult times, you enable your families to enhance their way of life, not just in the present but for generations to come. Thank you for all that you do for our community and the great state of Florida.

Sincerely,

BN/ctb

United States Senator Bill Nelson, Landmark Two, 225 East Robinson Street, Suite 410, Orlando, Florida 32801
Telephone: (407) 872-7161 • Toll-Free in Florida Only (888) 671-4091 • Fax: (407) 872-7165
<http://billnelson.senate.gov>



Greetings

ALCEE L. HASTINGS
23RD CONGRESSIONAL DISTRICT
FLORIDA

RULES COMMITTEE

PERMANENT SELECT COMMITTEE
ON INTELLIGENCE

FLORIDA DELEGATION
VICE CHAIRMAN

UNITED STATES
HELSINKI COMMISSION

SENIOR DEMOCRATIC WHIP



Congress of the United States
House of Representatives
Washington, DC 20515-0923

January 24, 2009

PLEASE RESPOND TO:

- ☐ 2353 RAYBURN BUILDING
WASHINGTON, DC 20515-0923
TELEPHONE: (202) 225-1313
FAX: (202) 225-1171
- ☐ 2701 W. OAKLAND PARK BOULEVARD
SUITE 200
FT. LAUDERDALE, FL 33311
TELEPHONE: (954) 733-2800
FAX: (954) 735-8444
- ☐ 5726 CORPORATE WAY
SUITE 208
WEST PALM BEACH, FL 33407
TELEPHONE: (561) 884-0565
FAX: (561) 684-3613

www.alceehastings.house.gov

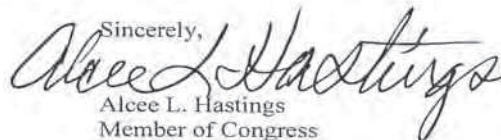
Ms. Deloris C. Johnson
Chief Executive Officer
Agricultural and Labor Program, Inc.
300 Lynchburg Road
Lake Alfred, FL 33850

Dear Ms. Johnson:

I am pleased to welcome everyone attending the 41st Annual Meeting and Luncheon of the Agricultural and Labor Program, Inc. I am well acquainted with the wonderful work that ALPI does. Thanks to the compassion, concern and determination of your members, many people are receiving childcare, housing counseling, farm worker emergency assistance and other vital services.

I know how grateful the recipients are for your help, and I share their gratitude. You are all great citizens and fine role models. You are the kind of people to whom everyone can point with respect and admiration. Thank you for all you do to make our world a better place. I'm proud of you!

With warmest regards, I remain

Sincerely,

Alcee L. Hastings
Member of Congress

ALH:dl

PRINTED ON RECYCLED PAPER

Greetings



RALPH L. "BUDDY" FLETCHER, *Mayor*

January 24, 2009

Deloris Johnson, Chief Executive Officer
The Agricultural and Labor Program, Inc.
P.O. Box 3126
Winter Haven, Florida 33885

Dear Ms. Johnson:

As Mayor of the City of Lakeland, and on behalf of my colleagues on the City Commission, I would like to confirm our support of the Agricultural and Labor Program, Inc., ALPI.

The City of Lakeland believes ALPI is an integral component to improving the lives of low income and disadvantaged residents of Polk County. In our opinion, the vitality of a community begins with the education and empowerment of its residents and the future of a community is always carried by the youth.

Congratulations to you on the many achievements of ALPI and best wishes for a successful 41st Annual Meeting!

Sincerely,

R. L. "Buddy" Fletcher
Mayor

RLF/cnc



Greetings



155 E. Pomelo Street
Lake Alfred, FL 33850-2135

CITY OF LAKE ALFRED
Office of the Mayor

Ph.: (863) 291-5270
Fax: (863) 291-5317

January 12, 2009

Agriculture and Labor Program, Inc.
Deloris Johnson
Chief Executive Officer
P.O. Box 3126
Winter Haven, FL 33885

Dear Mrs. Johnson,

The City of Lake Alfred encourages and supports the Agricultural and Labor Program for the continued service programs being available to the citizens within our community. As we all know, there is a tremendous need for affordable housing, emergency assistance, child care, and family self-sufficiency programs. With non-profit community based organizations like the Agriculture and Labor Program, Inc., individuals can get the assistance they need to have a better quality of life and fellowship in society.

I commend you for the dedication to our community and appreciate the vast number of programs you provide to our lower income individuals and their families. The programs you offer are diverse and emphasize self-help with the involvement of people. We thank you for your outstanding efforts to change their lives. I would like to wish you good luck in the continued successes of the Agricultural and Labor Program Inc.

Sincerely,

Lowell K. Schmidt
Mayor

Greetings



City of Auburndale
AUBURNDALE, FLORIDA 33823

Office of the Mayor

P.O. Box 186
(863) 965-5530
(863) 965-5583

January 13, 2009

Agricultural and Labor Program Inc,
Deloris C. Johnson
300 Lynchburg Road
Lake Alfred, Florida 33850

Dear Deloris,

The City of Auburndale extends its best wishes to the Agricultural and Labor Program, Inc., (ALPI) and their 41st Annual Corporate Meeting.

The City of Auburndale enjoys its long partnership with ALPI. As an example of this partnership, in 2009 the City has allocated \$13,500 in Community Development Block Grant Funds for the purchase of desk top computers and furnishings to compliment the New Horizon Housing Development located in Auburndale.

As agencies struggle with the economic setbacks in Florida and in our nation these partnerships become more vital.

Thank you ALPI for all you do.

Sincerely,

William E. Sterling Jr.
Mayor



Greetings



SCHOOL BOARD OF POLK COUNTY

P.O. BOX 391
BARTOW, FLORIDA 33831

(863) 534-0500

1915 SOUTH FLORAL AVENUE
BARTOW, FLORIDA 33830

Board Members

CHAIRMAN
FRANK J. O'REILLY
DISTRICT 1

LORI CUNNINGHAM
DISTRICT 2

HAZEL SELLERS
DISTRICT 3

DICK MULLENBAX
DISTRICT 4

KAY FIELDS
DISTRICT 5

MARGARET A. LOFTON
DISTRICT 6

TIM HARRIS
DISTRICT 7

C. WESLEY BRIDGES, II
General Counsel

Administration
GAIL E. MCKINZIE, Ph.D.
Superintendent

January 9, 2009

Ms. Deloris Johnson
Chief Executive Officer
The Agricultural and Labor Program, Inc.
300 Lynchburg Road
Lake Alfred, Florida 33850-2576

Dear Ms. Johnson:

On behalf of the Polk County School Board, please accept our best wishes to you as The Agricultural and Labor Program celebrates 41 years of service to migrant and seasonal farm workers and low income citizens.

In viewing your website, I was impressed to see all of the diverse programs and services that your organization has been offering since 1968 to socially and economically disadvantaged children and families, handicapped workers and youth. You should be very proud of all of your accomplishments in helping to improve the lives of so many people.

We wish you and ALPI continued success as you strive to make a difference not only in Polk County but throughout the State of Florida.

Sincerely,

Frank J. O'Reilly
Chairman
Polk County School Board

FJO/pm

*Polk County Schools -
an equal opportunity
institution for education
and employment*

*The Mission of Polk County Public Schools is to ensure rigorous, relevant learning experiences
that result in high achievement for our students.*

A Special Dedication and Tribute

Grace S. Miller



This year's program is dedicated to the former ALPI Board Chairperson, Mrs. Grace S. Miller.

Mrs. Miller served quite a few terms as Chairperson of the ALPI. She has been a dedicated, devoted Chairperson and Board Member. For more than 35 years she has volunteered to serve and provide leadership not only on the ALPI Board of Directors, but as Chairperson of the Northern Region Advisory Council.



Grace Miller has been and continues to be a community worker, educator, and a person who accepts challenges and strives to help others achieve greater heights to improve their own lives. The ALPI has always been one of her top priorities, focusing continuously on gathering information that may improve and enhance the programs offered by ALPI. Mrs. Miller has two wonderful sons that she also managed to raise during her time with the ALPI: Wilfred, Jr., who presently serves in Iraq, and Alano, who is currently a graduate student at Penn State. Her dedication to the ALPI will keep her busy as a Board Member Emeritus.



The Agricultural and Labor Program, Inc. salutes ALPI Board Member Grace Miller and recognizes her for her great contribution to the Agency and for the vision shared throughout her volunteer history with ALPI.



Special Thanks to the ALPI Board

2008 Board of Directors

William Holt, Chairperson

David Walker, Vice Chairperson

Josephine Howard, Secretary

Christine Samuel, Treasurer

Mark Thomas, Parliamentarian

Katie Clarke

Nancy Daley

Patricia Gamble

Marjorie Gaskin

Marva Hawkins

Pastor Valarie Henry

Chester McNorton

Vernon McQueen

Grace Miller

Lester Roberts

Cynthia Smith

Terry Wellington

Ruby Willix

Arabell Wiggins (*Board Emeritus*)



Corporate Membership Meeting

Annual Corporate Membership Business Meeting

Agenda

Saturday, January 24, 2009

11:15 a.m. - 12:00 p.m.

- | | | |
|-------|--|-----------------------------------|
| I. | Call to Order | William Holt, Board Chairperson |
| II. | Words of Inspiration | Lester Roberts, Board Member |
| III. | Acknowledgements
Regional Advisory/Policy Council | Marjorie Gaskin, Board Member |
| IV. | Adoption of Minutes | Josephine Howard, Board Secretary |
| V. | Annual Financial Report | Christine Samuel, Board Treasurer |
| VI. | 2008 Annual Report | William Holt, Board Chairperson |
| VII. | New Business:
Introduction of 2009 Board of Directors | Deloris Johnson, CEO |
| VIII. | Adjournment | William Holt, Board Chairperson |



Special Thanks

2008 Regional Advisory Councils

CENTRAL

Louvenia Crumity
Ernestine Davis
Betty Doles
Clora Dubose

Patricia Gamble
Clarence Grier
Sophia Harris
Josephine Howard

Emma Hymes
Lillie Jackson
Tanya Jones
Viola Le'one

Johnnie McNair
Julia Miller
Jacquelyn Rentz
Christine Samuel

Ann Sturkey
Ruby Willix
Arabell Wiggins
(Honorary Member)

EASTERN

Frances Cooper
Marjorie Gaskin

Constance Griffin
Eddie Mae Hill

William Holt
Vivian Mitchell

Fannie Moore
Phyllis Nicholas

Gena Spivey

NORTHERN

Constance Anderson
Sylvia Bodison
Almelia Brown

Irma Cooper
Sandra Gaines
Charles Harris

Lenton Harris
Marva Hawkins
Rosemary McDonald

Linda Medlock
Thelma Mike
Grace Miller

Renay Oliver
Evelyn Seabrook
Charlie M. Wilder

SOUTHERN

Moses Anderson, Jr.
Joslyn Burt
Katie Clarke

Betty Cobb
Clifton Gaines
Sharonda Dunlap

Annette Jones
Bernice Lopez
Pearlie Lowery

Lester Roberts
Annie Robinson
Arletha Sims

Gregory Wade
Terry Wellington

Head Start/Early Head Start Policy Council

Beverly Richardson
Charlene King
Leila Wilson
Takisha Jones
Juana Iris Gonzalez
Rose Bailey
Alicia Daniels

Leslie Brown
Cynthia Smith
Julia Jones
Yuli Avellandeda
Jean R. Dantilus
Denose Noel
Dana Black

Community Reps.
Vivian Mitchell
Queen Townsend
George Porter, III
Dr. Wilhelmina Lewis
Patricia Gamble

**Policy Council
Alternates**
Tara Cole
Leez Sainvil
Tierra Reynolds
Camille Hudson
Felicia Battle
Zaira Gomez

Yvonne Singletary
Franchesia Williams
Carina Hurtado
Erin Sokie
Ella Goodman
Jonius Watkins
Margarita Ivey
Tabitha Harris

Policy Committee / Head Start Delegate

Carolyn Barron
Brittany Bronson
Katie Clarke

Selina Deere
Margaret Kelly
Rhonda Matteson



Highlights - Regional Advisory Councils

SOUTHERN REGION 2008 began with momentum for the SRAC. Members attended the 2008 Annual Board/Policy Council Governance Training in Vero Beach, FL. The Council hosted the 2008 Annual Picnic in Lake Alfred, FL. The Southern Region Advisory Council partnered with the Lakeview Park Homeowners Association in the delivery of both meals and indoor and outdoor recreational activities to approximately 100 young people via the Summer Youth Feeding Program. The Council also partnered with the Lakeview Park Homeowners Association in successfully registering fifty-five (55) voters during the Voters Registered Drive. During the Holiday Season, members distributed Christmas gift cards to needy families in the local communities. The Southern Region Advisory Council held its Annual Membership Meeting on Saturday, November 15, 2008 at the Lakeview Park Community Center in Frostproof, FL. Guest Speaker was Jonas Henderson. Mr. Henderson presented the year's theme: "Embracing A Positive Change". The program was well attended by corporate, staff and community members. Twila Smith, Operations and Quality Control Director, served as Staff Liaison. Mrs. Smith was on hand to oversee the election process and Al Miller, Community and Economic Development Deputy Director, installed the 2008-2009 SRAC Council Membership. SRAC Officers are: Terry Wellington (Chairperson), Katie Clarke (Vice-Chairperson), Sharonda Dunlap (Treasurer), and Annie Robinson (Secretary).

NORTHERN REGION The 2008 year started with the Board of Directors/Policy and Advisory Council Orientation in Vero Beach on February 23, 2008, where the Council was represented by Evelyn Seabrook and Constance Anderson. With more than six months in the making, the Council is pleased to report that the ALPI Technical Education Center (ATEC) has officially moved to Deland. ALPI recently obtained its Business Tax License from the City of Deland and Volusia County, which allowed ALPI to submit an official notice of new address to the Commission for Independent Education (CIE). The Northern Region fund raising project for the year was "Theme" oriented baskets. The first round drawing raised \$265.00 and second round drawing raised \$105.00. NRAC's members collectively donated a total of 2,554 volunteer hours during the year. The Council held its 40th Annual Meeting/Luncheon on November 8, 2008 in Orlando at the Hal Marston Community Center. The theme for the celebration was, "Investing In Your Community: A MUST." The Annual Luncheon Mistress of Ceremony was Charlie Mae Wilder. Guest speaker was Lillian Lancaster, a retired Orange County educator. The 2008 election process was overseen by Cheryl Burnham, Staff Liaison. NRAC Officers are: Grace Miller (Chairperson), Charlie Mae Wilder (Vice-Chairperson), Marva Hawkins (Treasurer), Constance Anderson (Secretary), and Charles Harris (Parliamentarian), and Evelyn Seabrook (*Special Events Coordinator*).

CENTRAL REGION The Central Region Advisory Council (CRAC) started the year with a plan to assist communities with priorities in 10 different areas of need. The Council voted unanimously to focus on energy conservation, job opportunities search, and assistance for the disabled and ex-offenders. CRAC's community outreach included: nursing home visits, free-services for low income individuals and families, participating in the Guardian Ad-Item Program, jail visitations, and student mentoring. The Council's Annual Meeting celebrated ALPI and its historical beginnings. This year's theme was: "40 Years of Purpose - Seeding, Sowing, Tending, Harvesting, and Sharing." Approximately 250 members and guests attended the function held October 4th at the Winter Haven Recreational and Cultural Center. Christine Samuels was Mistress of Ceremony. Faye Alexander, a Nurse at Blue Cross and Blue Shield of Florida, was featured speaker. Highlights included greetings from Winter Haven's Mayor, Nathaniel Birdsong, one of ALPI's first Administrators. He administered "The Pledge to Service" for the 2009 Council. One of his key points was to emphasize the importance of having one of the hardest working original members of the Council still active - Ms. Arabell Wiggins. Ms. Wiggins played a major role in the creation of ALPI in 1968. At age 101, Ms. Wiggins still remains active and vital in the community she has so faithfully served for over 40 years. CRAC Officers are: Johnnie McNair (Chairperson), Louvenia Crumity (Vice-Chairperson), Patricia Gamble (Treasurer), Josephine Howard (Secretary), Clarence Grier (Parliamentarian).

EASTERN REGION The Eastern Region Advisory Council held its Annual Meeting Luncheon on October 18, 2008, at the Chester A. Moore Elementary School in Ft. Pierce, Florida. The Annual Meeting theme was: Empowering Parents: Parental Involvement. Marjorie Gaskin produced the program booklet, which contained ads from the community to assist with fundraising for the Arie Lou Perkins Memorial Scholarship Fund. There was full participation from the Council in making the Annual Meeting a success. Mistress of Ceremony was Vivian Mitchell. Constance Griffin welcomed the attendees to the meeting. The Advisory Council Membership was introduced. The Guest Speaker for the Annual Meeting was Atty. Fran O. Ross. Atty. Ross is a native of the Treasure Coast and currently practice in the area of Criminal Law. The Highlight of the Annual Meeting was the awarding of the Arie Lou Perkins Memorial Scholarship to Ms. Ashley Gardner, a student at Indian River State College in FT. Pierce. Ms. Gardner was at the meeting and accepted her scholarship award in the amount of \$500.00. Elizabeth Young, ALPI Staff Liaison, conducted the election process. ERAC Officers are: William Holt (Chairperson), Constance Griffin (Vice-Chairperson), Phyllis Nicholas (Treasurer), Eddie Mae Hill-Roseway (Secretary).



Guest Speaker



William "Sonny" Walker was born in Arkansas and attended AM&N - The University of Arkansas at Pine Bluff, Arizona State University, the University of Oklahoma, the University of Arkansas, and the Federal Executive Institute. He has held numerous leadership positions at local, state, regional, and national levels, working on matters pertaining to strategic planning, education reform, political campaign management, economic and human resources development, worker productivity, partnership development, networking and fund-raising.

Having begun his professional career as an educator in the Arkansas public schools system (as a teacher, athletic coach and administrator), he eventually became President of both the Little Rock and Arkansas Association of Teachers. Currently, Dr. Walker operates *The Sonny Walker Group*. Prior to starting this business, he served as Executive Director and Chief Operating Officer of the Martin Luther King, Jr. Center for Nonviolent Social Change, Inc. and before this he was Vice President of the National Alliance of Business (NAB) for 13 years (overseeing programs and activities in eight southeastern states). Mr. Walker also held the following positions during his long and successful business career:

Head of the Arkansas State Economic Opportunity Office, Division Director for the U.S. Department of Housing and Urban Development, Director of the Southeast Region for the U.S. Office of Economic Administration, as well as serving for ten years under four U.S. Presidents - Nixon, Ford, Carter and Reagan.

Extremely active in community and civic affairs, he is a widely sought out trainer, facilitator, public speaker, and lecturer. He is also a member of over 22 affiliations, has been awarded over 25 major honors and awards (including 4 presidential awards), is listed in *Who's Who in Black America* and *Who's Who Among African Americans*, holds 5 Honorary Doctorate degrees, and has past and current affiliations with over 35 local, state, and national agencies.

Diversity and equal opportunity have consistently been at the top of Mr. Walker's interests and his personal efforts in these areas include:

- Helping to prepare members of the "Little Rock 9" for transfer to Little Rock Central High School (1956-57)
- Managing the first successful campaign for a black school board member in Little Rock (T.E. Patterson - 1963)
- Integrating the Little Rock Jaycees (1966)
- Leading the successful effort in Little Rock (1967) to get blacks hired as on-air television personalities, supermarket cashiers, bank tellers, new car salesmen and in 1968, state police.
- Being the first black to be appointed to the Governor's Cabinet in the South (Arkansas - 1969), the first black to be appointed Regional Director of a major Federal agency (1972), and the first black to chair the Southeast Federal Regional Council.

Sonny Walker is the proud father of two daughters and two sons, all of whom are very successful. He is the grandfather of seven and great-grandfather of two, all healthy and beautiful children.

Annual Corporate Meeting Luncheon and Board Installation



January 24, 2009 • 12 Noon to 2:30 p.m.

Theme: Embracing the Power to Change: ALPI's Blueprint for the Future

Mistress of Ceremonies - Katrina Lunsford

Wachovia Bank - Senior Vice President - Lakeland, FL

Presentation of Colors	JROTC - Tenoroc High School, Lakeland, FL
Musical Selection	Harrison School of the Arts, Lakeland, FL
Greetings	The Honorable Yvonne Brooks, Winter Haven, FL <i>Mayor of Winter Haven, FL</i>
Words of Inspiration	Minister Vernon McQueen, Board Member, Sanford, FL
Welcome and Occasion	Christine Samuel, Board Member, Winter Haven, FL
Musical Selection	Harrison School of the Arts, Lakeland, FL
Message from the Chair	William Holt, ALPI Board Chairperson, Vero Beach, FL
Introduction of Keynote Speaker	Josephine Howard, Board Member, Haines City, FL
Keynote Speaker	William "Sonny" Walker, Atlanta, GA <i>Founder & CEO of The Sonny Walker Group</i>

LUNCH (1 to 2 p.m.)

Featuring ALPI's 41st Anniversary Video Presentation

Musical Selection	Harrison School of the Arts, Lakeland, FL
Special Recognition	Patricia Gamble, Board Member, Lakeland, FL
Presentations & Awards/Chairperson's Award	Deloris Johnson, CEO, Lakeland, FL
Board Installations	William A. Sweat, Esq., Sweat & Reed, PA, Lakeland, FL
Closing Remarks.....	William Holt, Board Chairperson



ALPI's Blueprint for Change

Every five years the ALPI Board of Directors develop a five-year Agency-wide Strategic Plan. The most recent planning process began in November of 2006 under the leadership of Board Chairperson William Holt, and concluded in June 2007 with the publication of "The Blueprint for the Future, A Strategic Plan (2007-2012)." The Strategic Plan was developed in congruence with the Agency's revised Mission Statement, the results of the Community Assessment, contractual requirements, internal and external reports, and input from the Board of Directors, Head Start Policy Council, staff, community partners, program participants/clients, etc. The plan includes five (5) goals with thirty-five (35) objectives with a primary focus in the areas of STAFF DEVELOPMENT, PARTNERSHIPS and PROGRAM EXPANSION. Following is a summary of the current Five Year Plan.

Staff Development

Goal 1: Create additional educational experiences and opportunities for staff. ALPI's Objectives:

- Develop a better educated and more highly skilled workforce.
- Provide more professional development opportunities.
- Institute a formalized in-service training program.
- Provide professional development activities for staff.
- Make available additional educational opportunities.



Goal 2: Devise a plan of upward mobility within the Agency. ALPI's Objectives:

- Provide individual opportunities for creativity
- Allow opportunities for advancement.
- Create an incentive package connected with higher credentials.
- Reward employees based on demonstrated competency to move up in the Agency.

ALPI's Blueprint for Change



Partnerships

Goal 3: Partner with other entities for more efficient service delivery. ALPI's Objectives:

- Explore membership in community service organizations and aggressively seek raising opportunities with banks, vendors, etc.
- Partner on collaborative projects and consider a rural housing initiative.
- Increase the funding base.
- Take advantage of a favorable political climate - work with those more inclined to support human service organizations.
- Secure funding from non-traditional sources.
- Diversify funding sources.
- Apply for grants in a timely manner when money is available.



Expansion

Goal 4: Target new areas for expansion. ALPI's Objectives:

- Expand programmatic thrusts.
- Expand the service base, increase funding, and seek funding from foundations.
- Consult with human service agencies in crisis in Florida when the opportunity presents itself.
- Develop a LIHEAP program.
- Increase the client base.
- Secure more Port St. Lucie sites.
- Increase the Head Start census.
- Continue to upgrade new technology.
- Make expansion contingent upon population changes.

Goal 5: Enhance program development for and service delivery to children and their families. ALPI's Objectives:

- Continue to create opportunities for academic success for children.
- Offer a Voluntary Pre-K Program for the summer months.
- Create more assistance for parents.
- Include leadership development as early as the preschool classroom.
- Move from a focus on service to an added focus on training (new skill development for clients).
- Institute a Family Literacy Program.
- Devise strategies to help clients become upwardly mobile.
- Help clients with upward mobility in the job market.
- Create new programs based on market trends and the needs of the community (for example, Certified Nursing Program).
- Use overall changes in social services/child care to increase service delivery in the Head Start Program.



Program Service Delivery Highlights

ALPI is a statewide community based organization. As such, it provides various services in many different counties. At last count, ALPI provided services, either directly or indirectly, in twenty-one (21) different counties. This includes Low Income Home Energy Assistance (LIHEAP) in six (6) counties (Collier, Hendry, Glades, Martin, Polk, and St. Lucie) and Emergency Assistance for farmworkers in nineteen (19) counties (Collier, Dade, Highlands, Hardee, Desoto, Hendry, Hillsborough, Indian River, Lake, Lee, Manatee, Martin, Orange, Palm Beach, Pasco, Polk, Putnam, Seminole, and Volusia) as well as serving as the Head Start Grantee for St. Lucie County and a Head Start Delegate Agency in Polk County.



During 2007 – 2008, a total of 11,878 units of services were provided to migrant farmworkers throughout the State of Florida, low-income children and families of which, the following units of services were provided by County/State-wide.



✓ **142 units of services were provided in Volusia County** - *Training/Technical Education, Jobs and Economic Development, and Emergency Services.*

✓ **286 units of services were provided in Highlands County** - *Before/After School, CSBG Family Self-Sufficiency, and Emergency Services.*

✓ **3543 units of services were provided in St. Lucie County** - *Child Care, Before/After School, Head Start/Early Head Start, Child Care Food and Nutrition, VPK, LIHEAP/Energy Assistance, Emergency Services, and Youth Summer Enrichment.*

✓ **421 units of services were provided in Martin County** - *LIHEAP/ Energy Assistance*

✓ **6136 units of services were provided in Polk County** - *Child Care, Child Care Food and Nutrition, CSBG Family Self-Sufficiency, Youth Summer Enrichment, VPK, LIHEAP/Energy Assistance, Jobs and Economic Development, and Emergency Assistance,*

✓ **197 units of services were provided in Glades County** - *LIHEAP/Energy Assistance.*

✓ **434 units of services were provided in Hendry County** - *LIHEAP/Energy Assistance, and Emergency Assistance.*

✓ **537 units of services were provided in Collier County** - *LIHEAP/Energy Assistance, and Emergency Assistance.*

✓ **182 units of services were provided statewide** - *Emergency Assistance*



Program Service Delivery Highlights



Significant Accomplishments

HUD Housing Counseling

ALPI is a HUD Housing Counseling Agency. Between 2007 and 2008, counseling was provided to 66 homeowners, enabling at least 22 of the homeowners to bring their mortgage current; modify the terms of their mortgages; and/or enter into a forbearance agreement.



Florida Non-Profit Housing Corporation

ALPI received a special grant from the Florida Non-Profit Housing Corporation to provide housing assistance to farm workers around the state. The fund was leveraged with ALPI's WIA-167 grant to provide rental assistance to more than 300 farm worker families.

Summer Youth Program

ALPI entered into a partnership with the Lakeview Park Homeowners' Association to present "A Summer of Discovery" between June and August, 2007. The Homeowners' Association received a grant from Polk County to provide summer activities for the local community. The program was coordinated with the Summer Food Program and provided children from the area with additional activities such as health education, sports, community improvement, personal awareness, etc. The program provided food and activities to approximately 90 children per day during the summer.





Program Service Delivery Highlights

Significant Accomplishments

Community Services Block Grant (CSBG)

In early 2008, ALPI became designated as the Community Action Agency (CAA) for Polk and Highlands. In order to better serve the community, ALPI sub-contracts a portion of the CSBG Program to five (5) other agencies. Between July 1, 2007 and June 30, 2008, a total of 833 emergency services were provided to CSBG Eligible clients throughout Polk and Highlands. Additionally, 52 families were reported to be in Case Management (Family Self-Sufficiency Program) and 42 youth were reported in an “after school” mentoring program.



Job Opportunities for Low Income Individuals (JOLI)

ALPI remains a 23% owner of the Florence Villa Lawn Care Services, LLC. As of June 30, 2008, the lawn care service had provided employment opportunities for a total of 15 individuals at an hourly rate ranging from \$7.00 per hour to \$25.44. At the time of their employment, 12 of the employees were reported as unemployed and seven (7) had less than a high school diploma.

Program Service Delivery Highlights



Significant Accomplishments

NAEYC Accreditation

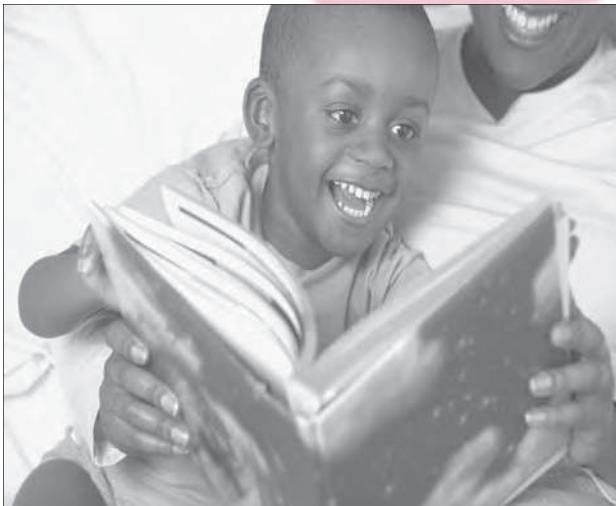
In the spring of 2008, ALPI Morningside Head Start Center completed all requirements to become accredited by the National Association for the Education of Young Children (NAEYC) and ALPI Garden Terrace Head Start met all requirements for re-accreditation (also through the NAEYC). Both ALPI Head Start centers are two of the first programs in the country to earn the mark of quality represented by the reinvented NAEYC Accreditation System. Shortly thereafter ALPI's George W. Truitt CDC also received its re-accreditation, as did ALPI's Frostproof CDC. ALPI has 5 other remaining child care centers which are currently undergoing either re-accreditation or accreditation: Francina Duval, Hill Haven, Lincoln Park, Queen Townsend, and Village Green.



ALPI Head Start Delegate Partnership

During July 2008, The Agricultural and Labor Program, Inc (ALPI), engaged a Head Start Delegate Program agreement with the Polk County School Board to continue serving 54 eligible Head Start Children in the Polk County Frostproof Community.

The Agricultural and Labor Program, Inc. also serves as the Grantee Agency for the Head Start and Early Head Start program located in St. Lucie County. The program serves 631 pre-school age children in the Head Start Program and 40 infants and toddlers in the Early Head Start Program.





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Special Mention

Special thanks to the ALPI Board of Directors for your fundraising and personal financial contributions throughout this past year and to the following for your generous financial support:

Progress Energy

Mr. and Mrs. Clayton T. Worden

Mrs. Marilee Truitt

Mark Thomas

Florida Association for Community Action, Inc.

Circle of Friends

Crespo Family

Deloris Johnson

Linda Johnson

Herman Marshall

Twila Smith & Family

Freddie and Elizabeth Young

Mattie M. Streeter

Evelyn J. Seabrook

Poppell Insurance, Inc.

503 W. Dr. Martin Luther King Blvd.
Plant City, FL 33563

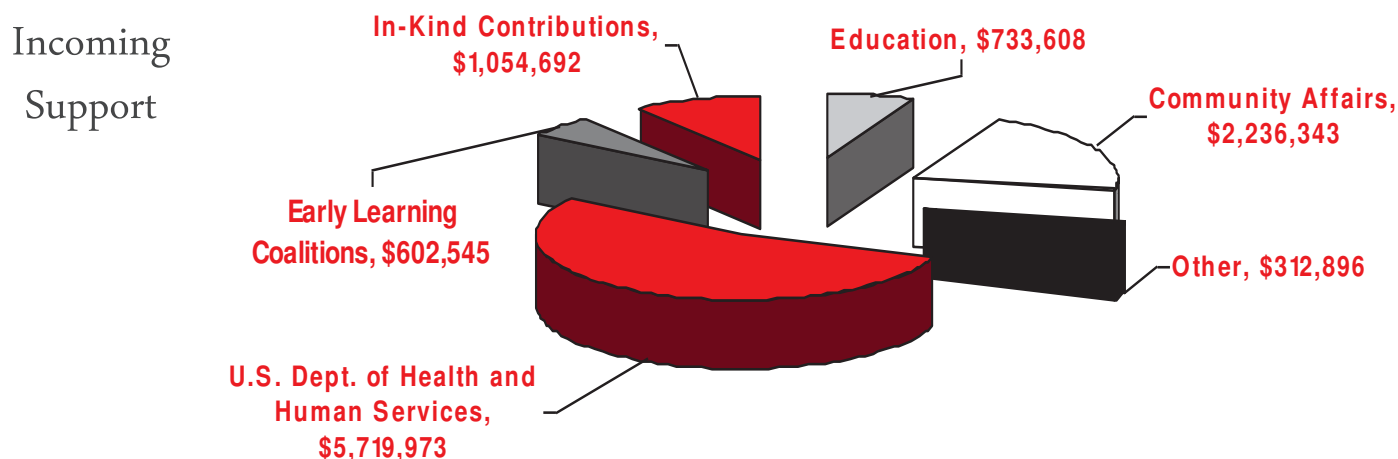
Office: 813-752-4155 Fax: 813-752-7681

www.poppellinsurance.com



Statement of Activities

Support and Revenue



Expenses:	<u>2008</u>	<u>2007</u>
Program Services		
Child Development	634,733	540,800
Food	589,566	478,146
Headstart	6,044,211	6,262,810
Social Services	1,000,932	30,796
Employment and Training	199,913	622,090
Energy	<u>1,392,643</u>	<u>1,297,172</u>
Total Program Services	9,861,998	9,231,814
Support Services:		
General Administration	<u>1,005,564</u>	<u>1,004,339</u>
Total Expenses	<u>10,867,562</u>	<u>10,236,153</u>
Decrease in Unrestricted Net Assets	(207,505)	(289,153)
Unrestricted net assets, beginning of year	<u>2,617,456</u>	<u>2,906,609</u>
Unrestricted net assets, end of year	<u>2,409,951</u>	<u>2,617,456</u>

Statement of Financial Position

Current Assets	2008	2007
Cash and cash equivalents	1,136,851	561,956
Accounts Receivable, net	417,146	411,895
Prepaid Expenses	<u>49,841</u>	<u>47,662</u>
Total Current Assets	1,603,838	1,021,513
Property and equipment, net	1,980,329	2,259,648
Refundable Deposits	<u>11,491</u>	<u>11,491</u>
Total Assets	<u>3,595,658</u>	<u>3,292,652</u>
<u>Liabilities and Unrestricted Net Assets</u>		
Current Liabilities		
Accounts Payable	263,271	130,352
Refundable Advances	468,344	141,788
Accrued Expenses	365,989	277,244
Current portion of obligation under capital lease	<u>48,178</u>	<u>41,273</u>
Total Current Liabilities	1,145,782	590,657
Capital Lease Obligation, less current portion	<u>39,925</u>	<u>84,539</u>
Total Liabilities	1,185,707	675,196
Unrestricted Net Assets	<u>2,409,951</u>	<u>2,617,456</u>
Total Liabilities and Net Assets	<u>3,595,658</u>	<u>3,292,652</u>



Corporate Membership

The tri-level Corporate Membership structure of The Agricultural and Labor Program, Inc. was adopted by the Board of Directors in September 1992. The levels of Corporate Membership are divided into the following classes:

- *CORPORATE MEMBERS - Advisory Council Members, Head Start Policy Council Members, and At-large Members. All Members in this class have voting rights pertaining to all applicable ALPI Corporation and Head Start matters.*
- *ASSOCIATE MEMBERS - All clients, volunteers, and other interested parties. All members in this class have voting rights pertaining to all ALPI Annual Corporate Meeting matters.*
- *EMPLOYEES - All ALPI current employees. All members in this class do not have voting rights pertaining to any ALPI Corporation matters.*

All persons interested in becoming a member of the ALPI Corporation must complete a Corporate Membership Application and must have a valid Corporate Membership Card in order to be eligible to vote and to be eligible to serve on the ALPI Advisory Council or the ALPI Board of Directors.

The ALPI Membership Committee conducts an Annual Membership Drive during the fall of each year. Membership applications, however, will be accepted throughout the year.

Please call The ALPI Central Office
(1-800-330-3491) for additional information.

Corporate Application

The Agricultural and Labor Program, Inc.

P.O. Box 3126

Winter Haven, FL 33885

Name _____
(Last) (First) (Middle Initial)

Mailing Address _____
(Street No./P.O. Box)

(City, County, State, Zip Code)

S.S. # _____ Home # () _____ - _____ Business # () _____ - _____

Race: [] Black [] White [] Hispanic [] Other Marital Status: [] Married [] Unmarried (single, divorced, widowed)

Household Size _____ Yrs. of Education _____ Occupation _____ Yrs. on Job _____ Yrs. in Profession _____

Registered Voter: [] Yes [] No Able to attend nights/weekends meetings: [] Yes [] No

Applicant's Signature _____ Date _____

*Annual Recruitment is conducted January through August. All membership cards will be mailed in the month of September.
Membership Applications received after August will be mailed in September of the following year.*

I certify that this application has been reviewed by the Regional Advisory Membership Committee.

Regional Advisory Chairperson _____ Date _____

(Official Use Only)

The Agricultural and Labor Program, Inc.

Regional Applicant resides in [] Central [] Eastern [] Northern [] Southern

We certify that this application has been reviewed by the Board Membership Committee

Chairperson _____ Vice Chairperson _____

I.D. Number _____ Date Approved _____



Contact Information

CORPORATE OFFICE

P.O. Box 3126
Winter Haven, Florida 33885
(863) 956-3491
(863) 956-3357 Fax
Admin@ALPI.org

Website: www.alpi.org

Executive Office

Deloris Johnson,
Chief Executive Officer
Extension 206 -
DJohnson@ALPI.org

ADMINISTRATION & OPERATIONS QUALITY CONTROL DIVISION

Operations and Quality Control

Twila Smith, Dir.
Extension 204
TSteward@ALPI.org

Budget and Finance

Norris Ann Roland, Dir.
Extension 210
NARoland@ALPI.org

Human Resources

Yvonne Parham, Dir.
Extension 202
YParham@ALPI.org

COMMUNITY SERVICES & ECONOMIC DEVELOPMENT DIVISION

Albert Miller, Deputy Dir.
Extension 212
AMiller@ALPI.org

**LIHEAP/Community
Services**
Cheryl Burnham, Dir.
Extension 224
CBurnham@ALPI.org

**CSBG/Economic
Development**
PaHua Yang, Dir.
Extension 218
PYang@ALPI.org

CHILDREN AND FAMILY SUPPORT SERVICES DIVISION

Eastern Region Administration Office

720 Delaware Avenue
Ft. Pierce, Florida 34950
(772) 466-2631
(772) 464-3035 Fax

Head Start

Mary Jones, Dir.
Extension 15
MJones@ALPI.org

Early Head Start/Head Start Delegate/Child Development

Elizabeth Young, Director
(863) 956-3491
Extension 215
EYoung@ALPI.org

Mission Statement

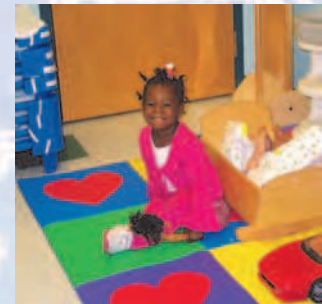
The mission of The Agricultural and Labor Program, Inc. is to propose, implement, and advocate developmental and human service delivery programs for socially and economically disadvantaged children and families, as well as farm workers.



Five Underlying Principles

The Agricultural and Labor Project continues to be based on five underlying principles that have guided all its activities to date:

- *Involvement of People*
- *Emphasis on long term accomplishments rather than promises*
- *Assurances of economic viability*
- *Emphasis on self-help*
- *A sound, integrated, total systems approach*



Areas Being Addressed

Through a vast number of resources, ALPI continues to address the critical areas of :

- *Jobs and income*
- *Housing*
- *Education*
- *Social services*
- *Health*
- *Training*
- *Community relations*



RESIDENCE - Mr & Mrs R. G. HUTCHINSON

ALPI's Programs and Services are Funded in Part by:



Early Learning Coalition of Polk County, Lincoln Park Child Care, Inc., The Housing Authority of the City of Ft. Pierce, and The School Board of Polk County, FL.

300 Lynchburg Road ▪ Lake Alfred, FL 33850

www.alpi.org