

The Agricultural and Labor Program, Inc.

2009 Annual Report

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



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.*



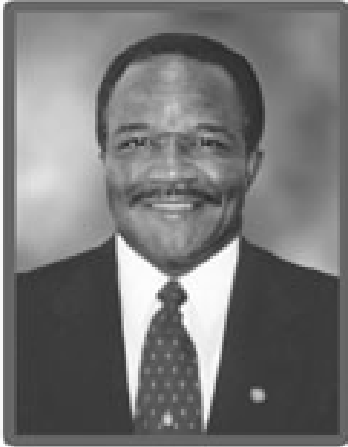


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Message from the ALPI Board Chairperson



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 our exceptional Board of Directors for a job well done. Its because of every-one's contribution, support and dedication that we are able to make a difference in our communities.

Sincerely,

William Holt

William Holt
ALPI Board Chairperson

Message from the ALPI CEO



During the 2007-2008 Program Year, The Agricultural and Labor Program, Inc., like so many other non-profit organizations including Community Action Agencies, was faced with many challenges and opportunities regarding where we are in our efforts to address both economic and social changes that affect poor children and their families.

On December 12, 2007, President Bush signed Public Law 110-134 "Improving Head Start for School Readiness Act of 2007" reauthorizing the Head Start Program. The law contains significant revisions to the previous Head Start Act and authorizes Head Start through September 30, 2012. The revisions are included in the areas of Grantee Administration & Governance; Staff Qualification & Training; Monitoring; Head Start Target Population; Grantee Designation; Collaboration/Coordination; and Enrollment & Program Options. As we move forward, this new law will require some changes as to how ALPI will plan and deliver Head Start services in St. Lucie and Polk Counties.

As reflected in our 2009 Annual Meeting theme "Embracing the Power to Change: ALPI's Blueprint for the Future", the 2009 Annual Report will show that the process to ensure our compliance with the changes as reflected in the Head Start Act has begun. Efforts will be continued to do "Whatever it Takes" to appropriately address the changes and the challenges through our planning and service delivery efforts.

My Sincere "thanks" to my Board of Directors, Head Start Policy Council, Regional Advisory Councils, Head Start Parent Policy Committee, Program Directors, Managers, Supervisors, Support Staff, Community Partners and Supporters, for another great year.

Sincerely,

Deloris Johnson
Chief Executive Officer



Proclamation



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>

Proclamation



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:

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WASHINGTON, DC 20515-0923
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SUITE 200
FT. LAUDERDALE, FL 33311
TELEPHONE: (954) 733-2800
FAX: (954) 735-9444
- ☐ 5725 CORPORATE WAY
SUITE 208
WEST PALM BEACH, FL 33407
TELEPHONE: (561) 684-0565
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www.alceehastings.house.gov

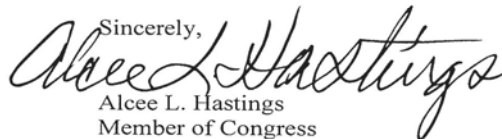
Ms. Deloris C. Johnson
Chief Executive Officer
Agricultural and Labor Program, Inc.
300 Lynchburg Road
Lake Alfred, FL 33850

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



Proclamation



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

Proclamation



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



Proclamation



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

Proclamation



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 MULLENAX
DISTRICT 4

KAY FIELDS
DISTRICT 5

MARGARET A. LOFTON
DISTRICT 6

TIM HARRIS
DISTRICT 7

C. WESLEY BRIDGES, II
General Counsel

Administration
GAIL F. 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.*



Proclamation



Sam Johnson, Chairman
Commissioner, District 5

Board of County Commissioners

(863) 534-6049
Fax: (863) 534-7655
SamJohnson@polk-county.net

January 29, 2009

The Agricultural & Labor Program, Inc.
Attn: Deloris Johnson – CEO
300 Lynchburg Road
Lake Alfred FL 33850-2576

Dear Ms. Johnson:

On behalf of the Board of County Commissioners, I extend best wishes to ALPI for their continued success in meeting the housing, training, child care and employment assistance to the migrant farmworkers and low income citizens throughout the State of Florida. The 6,136 units of service provided to migrant and low income citizens in Polk County certainly makes a difference in our overall economic picture.

The assistance and support that ALPI is able to provide helps insure the quality of life for all our citizens, as adequate housing and employment help in reducing the overall crime rate for all citizens.

Sincerely,

Sam Johnson – Chairman
Board of County Commissioners

330 W Church St
P. O. Box 9005 - Drawer BC01
Bartow FL 33831-9005

Equal Opportunity Employer

Annual Meeting Highlights



The 2009 Annual Corporate Meeting and Luncheon was held Saturday, January 24, 2009 at the Chain O' Lakes Complex in Winter Haven, Florida. This year's meeting celebrated 41 years of service to socially and economically disadvantaged children and families throughout the State of Florida.

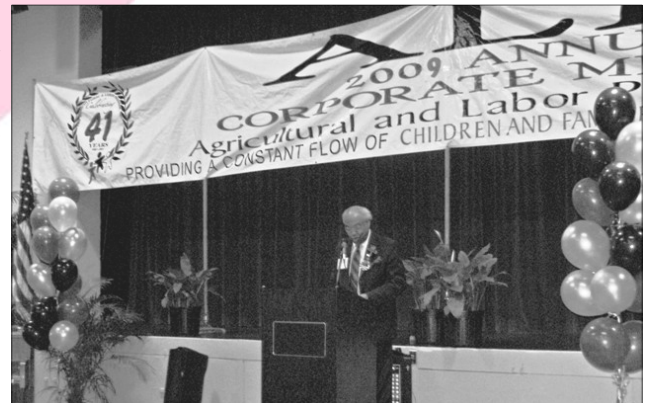
Over 300 corporate, board members and guests attended the ALPI's largest annual event. The theme for this year's event was "Embracing the Power to Change: ALPI's BluePrint for the Future"

and included a very special dedication and tribute to Grace S. Miller (pictured right), a former ALPI Board Chairperson and Board Member for more than 35 years. Mrs. Miller has also served as Chairperson of the ALPI Northern Region Advisory Council. Mrs. Miller was very touched by this honor and said that she accepts all challenges put before her and is always willing to help others achieve major goals to improve their lives. In recognition of the many, many years Grace Miller has served on the ALPI Board, she was named as ALPI Board Emeritus, an honor she stated "was greatly appreciated and deeply touching."



Mistress of Ceremonies for the luncheon was Katrina Lunsford (pictured left). Presentation of Colors was performed by the Tenoroc High School JROTC in Lakeland, Florida (pictured left). Beautiful musical performances were presented by students of the Harrison School of the Arts in Lakeland, Florida. Yvonne Brooks, Mayor of Winter Haven, Florida extended greetings and Minister Vernon McQueen gave words of inspiration. Christine Samuel gave a very warm welcome and explained the significance of the occasion to all those gathered. Josephine Howard, ALPI Board Secretary, introduced the keynote speaker, Mr. William "Sonny" Walker, founder and CEO of the Sonny Walker Group out of Atlanta, Georgia (pictured below right).

Mr. Walker's inspiring message addressed many of today's activities that our world will have to deal with in order to help and improve our critical condition. He stressed that change must begin within ourselves if we want to have a lasting impact on the world around us. "We must not accept failure and we must all work as a team." Walker went on to say that "yes we can" should be our response to all challenges we face, because together there is no problem that we cannot solve, no job that we cannot do, and no hungry child that we cannot feed. Mr. Walker mentioned that children are an important resource in our country and they should be helped in every way possible to succeed, just as ALPI has been doing for the past 41 years!





Special Thanks to the ALPI Board

2009 Board of Directors

William Holt, Chairperson

David Walker, Vice Chairperson

Josephine Howard, Secretary

Christine Samuel, Treasurer

Mark Thomas, Parliamentarian

Katie Clarke

Nancy Z. Daley

Kay Fields

Patricia Gamble

Marjorie Gaskin

Krystal Greene

Marva Hawkins

Al J. Hinson

Chester McNorton

Vernon McQueen

Lester Roberts

Velma Williams

Ruby Willix

Arabell Wiggins (*Board Emeritus*)

Grace Miller (*Board Emeritus*)

Community Partnerships



One significant COMMUNITY PARTNER is the Agricultural and Labor Program, Inc.'s *Regional Advisory Councils*. There are four Councils representing four regions (Central, Northern, Southern, and Eastern) throughout the State of Florida. The **2008 Regional Advisory Council Members** are as follows:

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)

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

EASTERN

Frances Cooper
Marjorie Gaskin
Constance Griffin

Eddie Mae Hill
William Holt
Vivian Mitchell

Fannie Moore
Phyllis Nicholas
Gena Spivey



Community Partnerships

Councils to the ALPI organization serve important functions, and although their purposes may vary according to the mission of the organization, they are vital to the success of the organization. Councils: (1) are Good Will Ambassadors, (2) are knowledgeable about the Mission of the Organization, (3) support the organization, (4) are vital communication links to the communities that the organization serves, and (5) seek at all times to follow the rules designed by the organization. The Advisory Councils share their views, give suggestions and advise the Board Members of ALPI.

The following are highlights of each Council's community involvement activities during the 2007-2008 program year.

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 it's 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 proc-



ess 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 it's 40th Annual Meeting/Luncheon on November 8, 2008 in Orlando at the Hal Marston Community Center. The theme for the celebration

Community Partnerships



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 practices 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).





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 Accomplishments

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 Accomplishments



Other significant program services and accomplishments during the 2007-2008 program year included the following.

Community Services and Economic Development

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 Accomplishments

Community Services and Economic Development

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 Accomplishments



Children and Family Support Services

NAEYC Accreditation

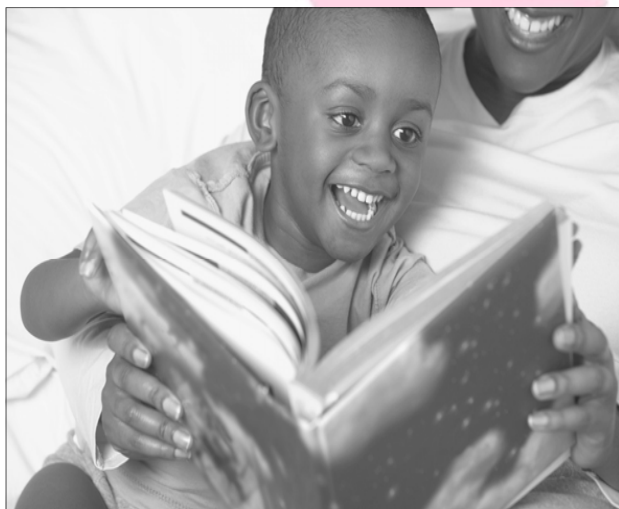
In the spring of 2008, ALPI Morningside Head Start Center completed all requirements to become accredited by the National Association for the Education of Young Children (NAEYC) and ALPI Garden Terrace Head Start met all requirements for re-accreditation (also through the NAEYC). Both ALPI Head Start 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.





Program Accomplishments

Children and Family Support Services

Programs and Services

Head Start Ft. Pierce, St. Lucie County - This program provides opportunity for 785 children and their families to participate in the Head Start Program. The program services provide a year round, comprehensive, developmentally appropriate child development services program to Head Start eligible children and their families. Enrollment was maintained at the program's funded level of 691 children.

Head Start Frostproof, Polk County - This program provides opportunity for fifty-four (54) children and their families to participate in the Head Start Program. The program services provide a year round, comprehensive, developmentally appropriate child development services program to Head Start eligible children and their families. Enrollment was maintained at the program's funded level of fifty-four (54) children.

Early Learning Coalition Voluntary Pre-K - Six of the seven directly operated Head Start centers located in St. Lucie County are serving Voluntary Pre-K children. A total of 259 Head Start children participated in the program in 2007-2008.

Early Learning Coalition Subsidized Child Care Services - Enrollment and Attendance services were delivered via ALPI George W. Truitt Family Services Center, located in Ft. Pierce, Florida and ALPI Frostproof Child Development Center, located in Frostproof, Florida. These centers provided up to ten (10) hours of before and after school care per day for working parents.

Early Head Start - The program provides a year round, comprehensive, developmentally appropriate child development services program to infants and toddlers, their families and pregnant women. Services are provided to thirty-six (36) infants and toddlers and four (4) pregnant women. Enrollment was maintained at the program's funded level of forty (40) participants.

Child and Adult Care Food Program (CACFP) - The CACFP plays a vital role in improving the quality of day care for children and elderly adults by making care more affordable for many low-income families. Through CACFP, a total of 1,021,819 nutritious meals and snacks were served via ALPI Food Service Program to all the children enrolled in the ALPI Head Start, Early Head Start and subsidized Child Care Programs as part of their child development and daily nutritional requirements. Over 97% of the children participating were eligible for Free Meals.

Program Accomplishments



Children and Family Support Services

Other Significant Outcomes

The following percentages represent significant outcomes during the 2007-2008 program year:

Health Services - ALPI Collaborated with the Health Services Advisory Committee, volunteers, and our Community Providers to meet the 45/90 day screening mandate for 691 Head Start and 40 Early Head Start Children. Of those screened it was determined that 278 children needed medical follow-up. Also collaborated with physicians and specialists to ensure that parents were supported in the follow-up plan to meet their children's medical needs. The 278 children needing medical follow up consisted of: Anemia 101, Asthma 75, Overweight 96, Diabetes 1, and Vision 5.

Dental - Expanded partnership with Indian River State College to provide screenings and preventive dental care for ALPI Head Start children through a community grant initiated by the college dental department. The total number of children that received dental services was as follow: 776 children were screened, of which 192 needed treatment, and 91 received preventive dental care services.



Nutrition - During the 2007-2008 program year, we embarked on the challenge of the childhood obesity/overweight for the 96 children that were diagnosed as being overweight by the Head Start Nutritionist. We worked with parents by providing nutritional workshops/trainings, referring families to the WIC Program, providing parents with nutritional packages and increasing physical activities among staff and children.

Mental Health - Collaborated with the Mental Health Consultant, staff and parents to identify and develop interventions to promote mental wellness in the program, through classroom observations, onsite consultations and individual observations. 4 children and 4 family members were referred and received mental health services.

Disability - Recruited children with diagnosed or suspected disabilities in a systematic plan to ensure an enrollment of at least 10% of children with disabilities. 88 children were diagnosed and received special need services (to include 61 returning children). The categories for 88 children included: Speech or language, Orthopedic, and non-categorical/developmental delay.



Program Accomplishments

Children and Family Support Services

Family Support Services and Significant Outcomes

Family & Community Partnerships - The Family & Community Partnerships Services area continued the implementation of the Exploring Parenting 21st Century Training (EP21) course for all interested families as well as staff. This training program will continue to provide parents and staff with the opportunity to enhance their parenting skills and examine alternative ideas and techniques for parent/child interactions in everyday settings. In addition, the EP21 training affords families the opportunity who have children with identified behavior concerns to benefit and enhance their skills for behavior modification in a positive way.

Money Smart - The Money Smart Curriculum was introduced to the families during the 2007-2008 program year. This curriculum offered parents and staff the opportunity to enhance their money skills and deliver positive financial information, as well as allowing families to gain knowledge and understanding the basics of personal finances.

Family Partnership Agreements - The information below reflects the results of the Family Partnership Agreements that were initiated during the 2007-2008 program year by the Family Services Workers. Through this process the workers provided opportunities for parents to set goals and with assistance designed an individual approach for achieving their goals. The following positive outcomes were achieved:



TOTAL CLIENTS SERVED

St. Lucie Co (HS/EHS)

Polk County

Children:	825	54
Families:	788	62
Children with Disabilities:	88	6

FUND AND IN-KIND MATCH SUPPORT

Funding Sources Support:	\$ 5,350,659.00	\$330,373.00
Local In-kind Match support:	\$ 1,337,665.00	\$ 82,593.00

Policy Council



Thanks to the following Head Start Policy Council members for their support and In-Kind Services during the 2007-2008 Program year.

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

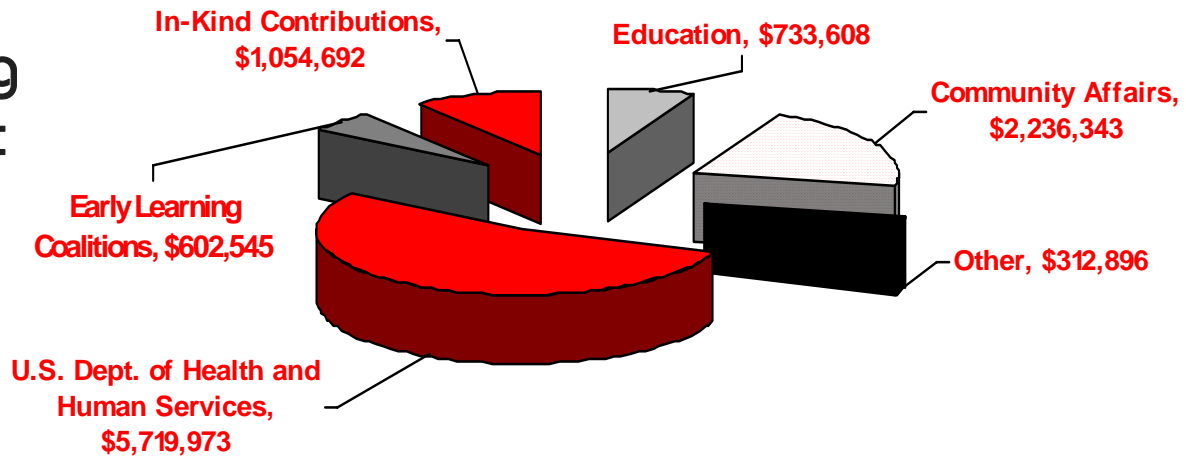
Margaret Kelly
Rhonda Matteson
Angelina Mejia



Statement of Activities

Support and Revenue

Incoming Support



Expenses:

Program Services

	<u>2008</u>	<u>2007</u>
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>
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Unrestricted net assets, end of year	<u>2,409,951</u>	<u>2,617,456</u>
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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>



Service Delivery Sites

ALPI Head Start/Early Head Start Center Locations

POLK COUNTY

Frostproof CDC
701 Hopson Road
Frostproof, FL 34843-9222

ST. LUCIE COUNTY

Lincoln Park Head Start
1400 Avenue M
Fort Pierce, FL 34950

Garden Terrace Head Start
1110 N. 32nd Street
Fort Pierce, FL 34947

Village Green Head Start
1202 SE Lennard Road
Port St. Lucie, FL 34952

Francina Duval Head Start
1035 S. 27th Circle
Fort Pierce, FL 34950

Hill Haven Head Start
505 N. 7th Street
Fort Pierce, FL 34950

Queen Townsend Head Start
3950 Juanita Avenue
Ft. Pierce, Florida 34950

George W. Truitt Head Start
1814 North 13th Street
Fort Pierce, FL 34950

Morningside Head Start
1745 Morningside Blvd.
Port St. Lucie, FL 349453

CONTRACTED CENTER

Learning Tree Academy, Inc.
2808 Avenue D
Fort Pierce, FL 34947

Note: All ALPI Head Start/Early Head Start Centers are USDA Adult Child Care Food Program Certified Sites and Early Learning Coalition VPK Service Centers.

Service Delivery Sites



CSBG Service Delivery Sites

The Community Services Block Grant (CSBG) Program is comprised of two components: the Family Self-Sufficiency Program (FSSP) and Emergency Services.

Applicants may apply, through appointment only, for services at the following locations:

POLK COUNTY

Agricultural and Labor Program, Inc.
300 Lynchburg Rd.
Lake Alfred, FL

New Horizon Apartments
500 New Horizon Loop
Auburndale, FL

ALPI/Bartow Carver Center
520 So. Idlewood Ave.
Bartow, FL

Lakeview Park Community Center
38 King Blvd.
Frostproof, FL

ALPI/Bethune Neighborhood Center
915 Avenue E.
Haines City, FL

Women's Resource Center
1021 Lakeland Hills Blvd. (LVIM Bldg.)
Lakeland, FL

Boys and Girls Club of Lakeland, Inc.
1525 Martin Luther King Ave.
Lakeland, FL

Center for Independent Living
115 Traders Alley
Lakeland, FL

ALPI/Ft. Meade Community Center
10 SW 3rd St.
Ft. Meade, FL

Women's Resource Center
165 Avenue A, NW
Winter Haven, FL

Chain of Lakes Achievers
561 Avenue C, SE
Winter Haven, FL

HIGHLANDS COUNTY

Big Brothers/Big Sisters of the Sun Coast, Inc.
279 U.S. Hwy 27 North
Sebring, FL



Service Delivery Sites

Low-Income Home Energy Assistance Service Delivery Sites

The Low-Income Home Energy Assistance Program (LIHEAP) provides assistance through payment of electric bills on behalf of eligible households. A client can receive one home energy payment and two crisis payments (Summer and Winter) per year.

Services are provided in six counties at the following locations:

COLLIER

COFFO
210 So. 1st Street
Immokalee, FL

Macedonia Baptist Church
1003 3rd Ave.
Naples, FL

GLADES

Glades County Social Services
900 U.S. 27 SW
Moore Haven, FL

HENDRY

Hendry County Social Services
25 Hicpochee Ave.
Labelle, FL

**Hendry/Glades County
Mental Health Clinic, Inc.**
601 W. Alverdez Ave.
Clewiston, FL

MARTIN

St. Vincent De Paul
12001 SE Federal Hwy.
Hobe Sound, FL

Indiantown Non-Profit
1516 SW Osceola St.
Indiantown, FL

POLK COUNTY

ALPI Administrative Office
300 Lynchburg Road
Lake Alfred, FL

Catholic Charities
1801 E. Memorial Blvd.
Lakeland, FL

Lake Wales Care Center
140 E Park Avenue
Lake Wales, FL

Living Hope
123 Broadway Blvd. SE
Polk City, FL

Women's Resource Center
165 Avenue A, NW
Winter Haven, FL

**Women's Resource Center
Family Fundamentals**
1021 Lakeland Hills Blvd.
Lakeland, FL

ST. LUCIE

ALPI Administrative Office
720 Delaware Ave.
Ft. Pierce, FL

In the Image of Christ, Inc.
1203 Orange Ave.
Ft. Pierce, FL

Sammy's Landing
862 Koler Ave.
Port St. Lucie, FL

Service Delivery Sites



Farmworker Emergency Assistance Service Delivery Sites

COLLIER COUNTY

Career & Family Ctr.
1255 15th Street N.
Immokalee, FL 34142
**Collier County
Housing Authority**
1800 Farm
Workers Way
Immokalee, FL 34142
COFFO
210 A South 1st
Immokalee, FL 34142

DADE COUNTY

Centro Campesino
877 W. Palm Dr.
Florida City, 33034

HIGHLANDS, HARDEE & DESOTO COUNTIES

**East Coast Migrant
Head Start**
MLK Blvd.
Wauchula, FL 33873
**East Coast Migrant
Head Start**
Mason Dixon Ave.
Bowling Green, FL

HENDRY COUNTY

Maria Sandoval
1842 Matthew Loop
Clewiston, FL

HILLSBOROUGH COUNTY

**Adult Migrant
Program**
3218 San Jose

Mission Rd.
Dover, FL 33527
Beth-el Mission
Hwy 301 South
Wimauma, FL
**Good Samaritan
Mission**
Balm, FL 33503
Hispanic Alliance
606 South Collins St.
Plant City, FL 33566
Ruskin NSC
201 14th Ave.
Ruskin, FL 33570

INDIAN RIVER COUNTY

Gifford Office
4875 43rd Ave.
Vero Beach, FL 32967
IRCC
3209 Virginia Ave.
Ft. Pierce, FL 34945
IRCC Migrant Program
4350 43rd Ave.
Dodgertown Elementary
Vero Beach, FL 32960

LAKE COUNTY

Jobs & Benefits
714 W. Main St.
Leesburg, FL 34748
**Lake Cty. Community
Action Program**
1010 No. Blvd. East
Leesburg, FL 34748
Sumter County Schools
2680 N. North Circle
Bushnell, FL 33513

MANATEE COUNTY

Vocational Tech Ctr.
5603 W. 34th St.
Bradenton, FL 34210

MARTIN COUNTY

Holy Cross Center
P. O. Box 613
15305 S. W. Adams
Indiantown, FL 34946

ORANGE COUNTY

Farm Workers Assoc.
1264 Apopka Blvd.
Apopka, FL 32703
**John Bridgers
Community Center**
13th St.
Apopka, FL 32703
**Orange County
Community
Action/Maxey Ctr.**
830 Klondike St.
Winter Garden, FL 34787
RCMA-Zellwood
3109 Union Street
Zellwood, FL 32798

PALM BEACH COUNTY

One Stop
557 SE 16th St.
Belle Glade, FL 33450
**East Coast Migrant
Shannon Center**
Belle Glade, FL 33450

PASCO COUNTY

**Moore Mickens
Adult Education**

38301 MLK Blvd.
Dade City, FL 33525

POLK COUNTY

Adult Migrant Program
300 East Bridges
Auburndale, FL 33823
ALPI Central Office
300 Lynchburg Road
P. O. Box 3126
Lake Alfred, FL 33850
East Coast Migrant
351 Fredrick Ave.
Dundee, FL 33838
Lake Wales Care Center
200 E. Orange Ave.
Lake Wales, FL 33853
Frostproof Care Center
205 N. Scenic Hwy.
Frostproof, FL 33543

PUTNAM COUNTY

Adult Migrant Program
1020 Huntington Rd.
Crescent City, FL 32112

SEMINOLE COUNTY

**Seminole Community
College - Adult
Migrant Program**
100 W. Weldon Blvd.
Sanford, FL 32711

VOLUSIA COUNTY

ALPI Project Achieve
1326 E. International, #6
Deland, FL 32724
Travelers Aide
330 Magnolia Ave.
Daytona Beach, FL 32114



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

PaHoua 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:

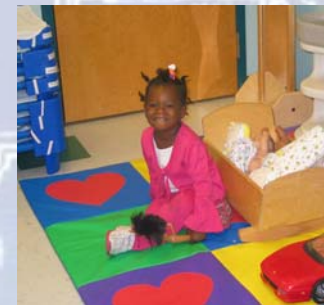
- *Involvement of People*
- *Emphasis on long term accomplishments rather than promises*
- *Assurances of economic viability*
- *Emphasis on self-help*
- *A sound, integrated, total systems approach*



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*



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