

The Agricultural and Labor Program, Inc.

*2010 Annual Corporate  
Meeting and Luncheon*



*A Change Has Come:  
ALPI an Organizing Force for the Future*

January 23, 2010

Chain O' Lakes Complex • Winter Haven, FL

# TINSLEY FAMILY

*A Tradition Of Corporate Excellence  
and Community Service*

PenGeo, Inc.  
dba



## Tinsley

A Family of Companies

## Family

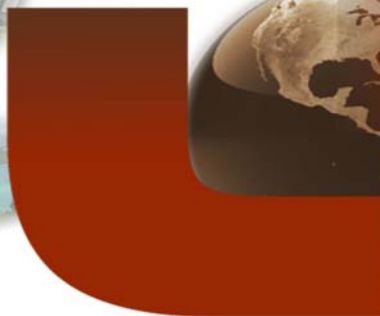


Quiznos Sub

## TFC

Tinsley Family  
Concessions, Inc.  
dba. Host-Tinsley JV

## CBY TRAVEL



Diverse Distributing, Inc.

*"A Tradition of Corporate Excellence and Community Service"*



## Tinsley Consulting

Experienced in Business Development, Franchising, and Small Business.



Arts and Entertainment Consulting

**CONGRATULATIONS TO ALPI ON YOUR 42ND ANNUAL CORPORATE MEETING & LUNCHEON!**

[www.tfcfamily.net](http://www.tfcfamily.net)

P. O. Box 1442 Auburndale, FL 33823

863-299-7177

# ***Celebrating 42 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.*



# ***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 supporting our 42nd Annual Corporate Meeting and Luncheon. This year has been one of the most challenging and also one of the most impressive in recent ALPI history. Last year banks and businesses were closing, the market was de-stabilized, homes were being foreclosed, and jobs were being lost in record numbers. I am proud to report that ALPI has weathered the storm and found real ways to increase employment and increase funding in an economy that's been labeled by some to be "maybe the worst in history."

Today, America's economy has stabilized and is showing signs of growth on all index indicators. The ALPI Board understands that in order to accomplish all tasks, with a true balance between all internal diverse components, an organized workforce must deliver the final product. Based on ALPI's 2010 budget, the Agency has received over 10 million additional dollars (including 1.5 million in Early Head Start) during 2008-2009. This increase is the direct result of the leadership, management and skills provided by ALPI's greatest asset, Chief Executive Officer Deloris Johnson. The Board thanks Ms. Johnson for keeping the ALPI program stable in our current business climate. Without her super-business knowledge and diversity, none of this would be possible. Our financial position continues to be sound and we continue to enjoy a "low risk auditee designation." Thanks again to our CEO and her hard working staff for their dedication and commitment to being the best ever this upcoming year. I believe that this year will be one of our most memorable yet.

I want to sincerely thank our partners, friends, community leaders, staff and corporate members ... we are here because of you! Finally, to the most sophisticated group of Board Members in America - I thank you for being the true Governors of this great program and encourage all of you to keep reaching for the stars.

*William Holt*

William Holt

ALPI Board Chairperson

# Greetings



United States Senate

WASHINGTON, DC 20510-0905

BILL NELSON  
FLORIDA

January 23, 2010

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 42nd 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 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,

A handwritten signature in blue ink that reads "Bill Nelson".

BN/ctb

# Greetings

ALCEE L. HASTINGS  
23RD CONGRESSIONAL DISTRICT  
FLORIDA

PERMANENT SELECT COMMITTEE  
ON INTELLIGENCE  
VICE-CHAIRMAN

RULES COMMITTEE

SUBCOMMITTEE ON LEGISLATIVE  
AND BUDGET PROCESS  
CHAIRMAN

UNITED STATES  
HELSINKI COMMISSION  
CO-CHAIRMAN

FLORIDA DELEGATION  
CO-CHAIRMAN

SENIOR DEMOCRATIC WHIP



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

January 23, 2010

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) 735-9444
- ☐ MANGONIA PARK TOWN HALL  
1755 E. TIFFANY DRIVE  
MANGONIA PARK, FL 33407  
TELEPHONE: (561) 881-9618  
FAX: (561) 881-9879

[www.alceehastings.house.gov](http://www.alceehastings.house.gov)

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

Dear Ms. Johnson:

I am delighted to welcome you and everyone attending the 42<sup>nd</sup> Annual Corporate Meeting and Luncheon of the Agricultural and Labor Program, Inc. I am well aware of the fine work done by your organization. Everyone involved with ALPI is a credit to the state of Florida. The people you have helped are surely very grateful for your compassion and concern, and I share their gratitude.

Thanks to your professionalism, dedication and the high level of care you provide, migrant workers and other underprivileged Floridians know there is help available when they need it. You are excellent role models, 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 very proud of all of you!

With warmest regards, I remain

Sincerely,  
  
Alcee L. Hastings  
Member of Congress

ALH:dl

# ***Greetings***



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

**CITY OF LAKE ALFRED**

Ph.: (863) 291-5270

Fax: (863) 291-5317

January 23, 2010

Agricultural and Labor Program  
300 Lynchburg Road  
Lake Alfred, FL 33850

Greetings:

Please accept this letter of congratulations from the City of Lake Alfred on your forty second year of service to our community. ALPI is a wonderful asset for Lake Alfred and we hope to continue to work together for many years to come.

We extend our best wishes to you as you celebrate with the 42nd Annual Corporate Meeting and Luncheon. Good luck to you in your future endeavors.

Sincerely,

Commissioner Nancy Z. Daley  
City of Lake Alfred

# ***Greetings***

## **WINTER HAVEN** ***The Chain of Lakes City***

### **PROCLAMATION** City of *Winter Haven, Florida*

*WHEREAS, the Agricultural and Labor Program, Inc. (ALPI) is a direct result of the Agricultural and Labor project, established in 1968 by the Coca-Cola Company, and;*

*WHEREAS, ALPI has improved the quality of life for farm workers in the Florida citrus operations, and;*

*WHEREAS, ALPI administers a number of company services programs for migrant, seasonal farm workers and low-income families, and;*

*WHEREAS, ALPI services are provided directly through a volunteer service network made up of forty network partners of diverse community agencies state-wide that assist in the delivery of emergency services to farm workers and income-eligible individuals and families, and;*

*WHEREAS, the programs and services offered are diverse, in that services are provided to farm workers, low income individuals and their families, handicapped workers and youth. Services offered include Emergency Services, Housing, Transportation, Vocational Training, GED, ESOL, Literacy and other support services. ALPI also serves as a clearinghouse for natural disasters that may affect farm workers.*

*NOW, THEREFORE, I, Jeff Potter, Mayor of the City of Winter Haven, Florida, do hereby proclaim January 23, 2010 as*

*"Agricultural and Labor Program, Inc. Day"*

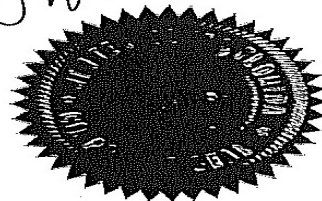
*in the City of Winter Haven and urge all citizens to recognize services needed by those less fortunate in our community and encourage everyone to support the Agricultural and Labor Program, Inc.*

*IN WITNESS WHEREOF, I have hereunto set my hand and cause the Seal of the City of Winter Haven, Florida, to be affixed this 23<sup>rd</sup> day of January, 2010.*

*Jeff Potter*  
\_\_\_\_\_  
Jeff Potter, Mayor

**ATTEST:**

*Dorothy R. Johnson*  
\_\_\_\_\_  
Dorothy R. Johnson, City Clerk





# ***Greetings***

## **PROCLAMATION**

*City of Auburndale  
State of Florida*

### **IN HONOR OF THE 42<sup>nd</sup> ANNIVERSARY OF THE AGRICULTURAL AND LABOR PROGRAM, INC.**

**WHEREAS**, The Agricultural and Labor Program, Inc. (ALPI) is a private, non-profit, community based organization that has been helping people and changing lives since 1968; and

**WHEREAS**, The ALPI is based on five underlying principles that guide all its activities: (1) Involvement of People; (2) Emphasis on long-term accomplish rather than promises; (3) Assurance of economic viability; (4) Emphasis on self-help; and (5) A sound integrated total systems approach; and

**WHEREAS**, The ALPI provides Head Start/Early Head Start and Child Development Services to over a thousand families annually in partnership with city and county government, public schools, the United Way, and Early Learning Coalitions; and

**WHEREAS**, The ALPI provides Community and Family Support Services to 13,000 families annually through Low Income Home Energy Assistance, CSBG, USDA Child Care program, DOE Farmworker Training and Emergency Services, HUD Housing Counseling, Farmworker Affordable Housing, Child Care, Before and After School Care; and

**WHEREAS**, The month of January 2010 will commemorate 42 (forty-two) years of providing a constant flow of community support services to provide a mechanism toward helping socially and economically disadvantage children and families achieve and maintain family stability and economic self-sufficiency.

**NOW, THEREFORE**, I, Richard Hamann, by virtue of the authority vested in me as Mayor, do hereby proclaim January 23, 2010 as:

### **THE AGRICULTURAL AND LABOR PROGRAM, INC., 42<sup>nd</sup> ANNIVERSARY DAY**

in Auburndale, Florida in recognition and appreciation of the services provided by this agency.



IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the City of Auburndale to be affixed this 6<sup>th</sup> day of January, A.D., 2010.

*Richard Hamann*  
Richard Hamann, Mayor

# Greetings



January 6, 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 mission and guiding principles of the Agricultural and Labor Program, Inc.

The City of Lakeland believes ALPI is an integral component to improving the quality of life of important children and families of our community. ALPI's advocacy and program delivery role is to be commended as we encourage you to look for ways to continuously improve while engaging the broader community in assist you in your efforts.

Congratulations to you on the many achievements of ALPI and best wishes for a successful 2010 Annual Meeting!

Sincerely,

  
Gow B. Fields  
Mayor

GBF/cnc

# Greetings



**WHEREAS**, the Agricultural and Labor Program Inc. (ALPI) is a nonprofit organization that serves socially and economically disadvantaged children and families and farmworkers throughout Florida; and

**WHEREAS**, ALPI's purpose is help people maintain family stability and economic self-sufficiency; and

**WHEREAS**, the program addresses jobs and income, housing, education, social services, health, training and community relations and serves as a source of information and hope in the community ; and

**WHEREAS**, in 2009, ALPI provided 376,722 meals and snacks through its Child Care Food Program and 13,446 services to migrant farmworkers and low-income citizens throughout Florida, including 114 services in Volusia County; and

**WHEREAS**, the theme of ALPI's 42nd annual corporate meeting is "A change has come: ALPI an organizing force for the future"; **NOW THEREFORE**,

**WE, THE COUNTY COUNCIL OF VOLUSIA COUNTY, FLORIDA**, do hereby proclaim January 23, 2010, as:

## **"ALPI DAY"**

in Volusia County and urge all residents to recognize the contributions this organization has made to our community.

**Dated this 23rd day of January, A.D. 2010**

COUNTY COUNCIL  
VOLUSIA COUNTY, FLORIDA

  
FRANK T. BRUNO, JR., County Chair

  
JOIE ALEXANDER, At-Large, Vice Chair

  
ANDY KELLY, District #1

  
JOSHUA J. WAGNER, District #2

  
JACK HAYMAN, District #3

  
CARL G. PERSIS, District #4

  
PATRICIA NORTHEY, District #5

# Greetings



**Bob English**  
Chairman – Commissioner District 1

*Board of County Commissioners*

(863) 534-6450  
Fax: (863) 534-7655  
*Bob.English@polk-county.net*

December 28, 2009

Ms. Deloris Johnson – CEO  
ALPI Children & Family Support Services  
300 Lynchburg Road  
Lake Alfred FL 33850-2576

Dear Ms. Johnson:

On behalf of the Polk County Board of County Commissioners, it is my pleasure to acknowledge the forty-two years of service provided by **The Agricultural and Labor Program** to the most vulnerable of our county's residents – the migrant farm workers and low income citizens. These citizens most often are without the means to provide the necessary housing, food and daycare for their families and are constantly in dire need of support services.

**ALPI's** continued support by providing Affordable Housing; First Time Home Ownership; HUD Housing Counseling; Child Care Before & After School; Head Start; Emergency Assistance – in addition to Jobs and Economic Development is a plus for our local economy. Most important of all, these services provide these citizens with a 'hands up' to assist them in becoming independent and enabling their children to have a more secure future. All these things promote economic stability – making them a 'win – win' situation for all concerned.

My sincere congratulations to **ALPI** as you celebrate 42 years of providing community services.

Sincerely,

Bob English – Chairman  
Board of County Commissioners



# Greetings

## Proclamation

Polk County Board of County Commissioners

WHEREAS, the first client intake center for The Agricultural and Labor Program, Inc. (ALPI) opened in St. Lucie County, Florida in 1968; and

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

WHEREAS, during 2009 ALPI provided 376,772 units of meals and snacks via the Child Care Food Program; and

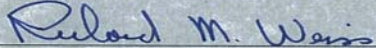
WHEREAS, in addition, 13,446 services (i.e. Affordable Housing; First-time Home Ownership; HUD Housing Counseling; Child Care; Before and After School; Head Start/Early Head Start; CSBG Family Self Sufficiency; VPK; LIHEAP/Energy Assistance; Training/Technical Education; Emergency Services and/or Jobs and Economic Development) to migrant farm workers and low income citizens throughout the State of Florida, of which 7,108 units of services were provided in Polk County;

NOW, THEREFORE, BE IT PROCLAIMED, that the Board of County Commissioners in regular session, duly assembled, does hereby proclaim January, 2010 as

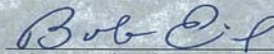
*"The 42nd Anniversary of The Agricultural and Labor Program, Inc. (ALPI) "*

Dated this 20th day of January, 2010.

Attest:



Richard M. Weiss  
Clerk of Courts



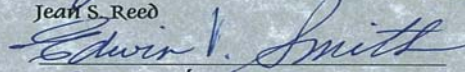
Bob English, Chairman




Sam Johnson



Jean S. Reed



Edwin V. Smith



Randy Wilkinson

# Greetings



## SCHOOL BOARD OF POLK COUNTY

P.O. BOX 391  
BARTOW, FLORIDA 33831

1915 SOUTH FLORAL AVENUE  
BARTOW, FLORIDA 33830

(863) 534-0521 • FAX (863) 519-8231

### Board Members

BOARD CHAIR  
KAY FIELDS  
DISTRICT 5

FRANK J. O'REILLY  
DISTRICT 1

LORI CUNNINGHAM  
DISTRICT 2

HAZEL SELLERS  
DISTRICT 3

DICK MULLENAX  
DISTRICT 4

MARGARET A. LOFTON  
DISTRICT 6

TIM HARRIS  
DISTRICT 7

C. WESLEY BRIDGES, II  
General Counsel

### Administration

GAIL F. MCKINZIE, Ph.D.  
Superintendent

January 5, 2010

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

Dear Deloris:

Thank you for this opportunity to communicate with ALPI and your partners on the occasion of your 42<sup>nd</sup> Annual Corporate Meeting and Luncheon. I would like to welcome all of you to Polk County and wish you the very best for a productive meeting.

ALPI and its partners provide vital services to our community. It is difficult to educate a child when he/she might be lacking in the basics---adequate housing, food, healthcare or other subsistence needs.

Parents also benefit from your work in the areas of job placement, workforce training and child care.

The work of ALPI and its partners is especially important in these economic times. More than 60 percent of all Polk County students currently qualify for free and reduced price school meals. Without your programs and interventions, the challenges we face would even be greater as we pursue high achievement for all of our students.

I am an advocate for your work and your presence in our community is essential. The school district has benefited from our relationship for generations, and it is my hope that these relationships can remain strong and vibrant in years to come.

Sincerely,

Gail F. McKinzie, Ph.D.  
Superintendent

# 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

BOARD CHAIR  
KAY FIELDS  
DISTRICT 5

FRANK J. O'REILLY  
DISTRICT 1

LORI CUNNINGHAM  
DISTRICT 2

HAZEL SELLERS  
DISTRICT 3

DICK MULLENAX  
DISTRICT 4

MARGARET A. LOFTON  
DISTRICT 6

TIM HARRIS  
DISTRICT 7

C. WESLEY BRIDGES, II  
General Counsel

### Administration

GAIL F. MCKINZIE, Ph.D.  
Superintendent

January 13, 2010

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 School Board of Polk County, please accept our sincere congratulations as the Agricultural and Labor Program celebrates its 42 years of service to migrant and seasonal farm workers and low income families.

After reviewing your website, it was impressive to see the many diverse programs and services that ALPI offers to not only socially and economically disadvantaged children and families, but to handicapped workers and youth. I was also impressed with the number of meals and the units of services ALPI has provided over the past year. You should be very proud of these accomplishments.

Our best wishes for ALPI's continued success as you strive to make a difference not only in Polk County but throughout the State.

Sincerely,

  
Kay Fields  
Board Chair

KF/pm



# Greetings

## Proclamation



**WHEREAS**, The Agricultural and Labor Program, Inc. (ALPI) is a private, non-profit, community based organization that has been helping people and changing lives since 1968; and

**WHEREAS**, The ALPI is based on five underlying principles that guide all its activities: (1) Involvement of People; (2) Emphasis on long-term accomplishments rather than promises; (3) Assurance of economic viability; (4) Emphasis on self-help; and (5) A sound integrated total systems approach; and

**WHEREAS**, The ALPI provides Head Start/Early Head Start and Child Development Services to over a thousand families annually in partnership with city and county government, public schools, the United Way, and Early Learning Coalitions; and

**WHEREAS**, The ALPI provides Community and Family Support Services to 13,000 families annually through Low Income Home Energy Assistance, CSBG, USDA Housing Counseling, Farm worker Affordable Housing, Child Care, Before and After School Care; and

**WHEREAS**, The month of January 2010 will commemorate forty-two years of providing a constant flow of community support services to provide a mechanism toward helping socially and economically disadvantaged children and families achieve and maintain family stability and economic self-sufficiency.

**NOW THEREFORE**, I, Joanna Wilkinson, as Mayor of the City of Haines City, do hereby proclaim January 23, 2010, as

### **" The Agricultural and Labor Program, Inc., 42<sup>nd</sup> Anniversary Day "**

in Haines City, Florida in recognition and appreciation of the services provided by this agency.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused the seal of the City of Haines City to be affixed this 21<sup>st</sup> day of January 2010.

**CITY OF HAINES CITY, FLORIDA**

  
Joanna Wilkinson, Mayor





# Guest Speaker



Barbara Talley is a Speaker, Poet, Author, and Publisher of many value-based living products. She is a wife, mother of six, and has been an entrepreneur for over twenty years. She has had her own business since 1987 training, inspiring, or encouraging thousands of people on various meaningful topics.

Barbara speaks nationally and specializes in *Goal Setting, Time Management, Balancing Work and Family, Vision, Values, Virtues (Spirituality), Diversity, Leadership, Personal Empowerment, Effective Communications, Women's Issues and other motivational topics* for businesses, associations, community groups, colleges, and government organizations.

Her high energy, honesty, and special talent for “inspiring” listeners makes her a much sought after keynote speaker and workshop leader. Barbara even has the ability to inspire all those techie types, since she has been one herself for over thirty years.

Barbara has launched her own publishing company this year to produce value-based books and products. She also created a Diversity game called Crossworlds™ which is a non-verbal communications/diversity presentation. It is fun, interactive, highly educational and great for team-building. Many have experienced Barbara's unique, heart warming, and highly educational programs.



# ***Special Thanks***

## **2009 Board of Directors**

*William Holt, Chairperson  
David Walker, Vice Chairperson  
Josephine Howard, Secretary  
Christine Samuel, Treasurer  
Mark Thomas, Parliamentarian*

Katie Clarke  
Dorothy Curry

Nancy Daley  
Kay Fields  
Patricia Gamble  
Marjorie Gaskin  
Al Hinson  
Marva Hawkins  
Alicea Jackson

Chester McNorton  
Vernon McQueen  
Lester Roberts  
Ruby Willix  
  
Arabell Wiggins (Board Emeritus)  
Grace Miller (Board Emeritus)

## **2009 Regional Advisory Councils**

### **Southern**

Terry Wellington  
Katie Clarke  
Annie Robinson  
Sharonda Dunlap  
Pastor M. Anderson, Jr.

Joslyn Burt  
Betty Cobb  
Clifton Gaines  
Annette Jones  
Doris Johnson

Bernice Lopez  
Lester Roberts  
Emma Malcolm  
William Richardson  
Gregory Bell

Jonas Henderson

### **Honorary Members**

Arletha Sims  
Gregory Wade

### **Northern**

Grace Miller  
Charlie Mae Wilder  
Constance Anderson  
Charles Harris

Marva Hawkins  
Rosemary McDonald  
Sylvia Bodison  
Yvonne Grey

Irma Copper  
Lenton Harris  
Linda Medlock  
Evelyn Seabrook

Donald Tillman  
Twanna Smith

### **Eastern**

William Holt  
Constance Griffin  
Eddie Mae Roseway

Phyllis Nicholas  
Bobby Byrd  
Gena Spivey

Marjorie Gaskin  
Frances Cooper  
Vivian Mitchell

### **Central**

Johnnie McNair  
Betty Doles  
Patricia Gamble  
Sophia Harris  
Ruby Willix

Christine Samuel  
Clarence Grier  
Louvenia Crumity  
Ernestine Davis  
Jacqueline Rentz

Clora Dubose  
Helen Rowe  
Paulette Isaac-Napper  
Lillie Jackson  
Julia Miller

Truman McGill  
Josephine Howard  
Ann Sturkey  
Arabell Wiggins (*Hon.*)

# ***Special Thanks***

## **Head Start/Early Head Start Policy Council**

Beverly Richardson

Fabienne Thelusca

Terry Wimes Sr.

Alicia Daniels

Jean R. Dantilus

Robert McGuire

Priscilla Hayes

Jonathon Stead

Alicea Jackson

Cynthia Smith

Katresha Taylor

Sandra Dee Weissman

Michael Cooper

Krystal Greene

### ***Community Reps.***

Vivian Mitchell

Queen Townsend

Dr. Wilhelmina Lewis

Dr. John Mullins

Mark Thomas

### ***Policy Council***

#### ***Alternates***

April Dorsey

Veronica Pachon

Latoya Simmons

Leez Sainvill

Ronald Chatman

Kia Jordine

Felicia Battle

Latisha Duval

Christalina Sanchez

Lomiah Dessalines

Jennifer Castro

Natrice Clark

Juanita Garza

## **Polk County Head Start/ Early Head Start Policy Committee**

### ***Parent Representatives***

Tracy Maloy, Chairperson

Lucinda Garcia, Vice Chairperson

Auburn Zarba, Treasurer

Betty Cobb

Kenny Lopez

Atiffany McMahon

Mariela Garcia

Eddie Gammage

Margaret Robinson

Bernice Lopez

### ***Community Representatives***

Annie Robinson, Secretary

Katie Clarke

### ***Alternates***

Aimee Grabowski

Crystal Cruz

# Highlights - Regional Advisory Councils

**SOUTHERN REGION** 2009 continued the momentum gained in the previous year for the SRAC. Members attended the 2009 Annual Board/Policy Council Governance Training in Winter Haven, FL. SRAC also 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. Services were rendered by Council Members Katie Clarke and Betty Cobb, in addition to other community volunteers. The Southern Region Advisory Council held it's Annual Membership Meeting on Saturday, October 31, 2009 in Frostproof, FL. The Guest Speaker was Gary Lewis (Raven Media Group), a native of the Frostproof community. The theme was "A Change Has Come ...Let's Make a Difference". Twila Smith, Staff Liaison, began the election process by reviewing the election procedures and validating all corporate



members via the Corporate Membership Roster. Attorney Al Miller, ALPI's C&E Deputy Director, installed the 2009-2010 SRAC Council Membership. 2009-2010 Officers elected: Terry Wellington, Chairperson; Katie Clarke, Vice-Chairperson; Annie Robinson, Secretary, Sharonda Dunlap, Treasurer.

**NORTHERN REGION** The Council announced that ALPI Technical Education Center (ATEC) was licensed by the Florida Commission for Independent Education (CIE) for the provision of occupational training in Volusia County. The NRAC became a member of PSP (Partner Support Program) for the United States CENSUS 2010. The Northern Regional Advisory Council members collectively donated a total of 12,913 volunteer hours with Youth, Adults and the Elderly during the year. NRAC held its Annual Meeting November 14, 2009 in Orlando, FL. The theme was: 'Your Attitude Determines Your Altitude'. Sylvia Bodison was Mistress of Ceremony. Larry K. Williams, Founder/Executive Director of Simeon Resource and Development Center for Men, Inc., Orlando, FL was Guest Speaker. Shirley A. Rivers, Partnership Specialist, US CENSUS 2010, shared the Census Application and answered impromptu questions from the audience. Grace Miller was



honored as the longest serving member of the Council and the outgoing Chair, as she passed the Chairperson's gavel to Evelyn Seabrook. Cheryl Burnham, ALPI Staff Liaison, conducted the election process. Al Miller installed the 2009-2010 NRAC Council Members. NRAC Officers are: Evelyn Seabrook, Chairperson; Charlie Mae Wilder, Vice-Chairperson; Marva Hawkins, Treasurer; Constance Anderson, Secretary; and Charles Harris, Parliamentarian.

**CENTRAL REGION** The Council hosted the ALPI Board of Directors Annual Picnic in July. Ms. Patricia Gamble, Special Events Committee Chair, spearheaded the event, with responsibility for the budget, youth and adult activities, vendor contacts, and security. Several Council members made this event a spectacular affair considered one of the best picnics ever. The event was held at the Blue Heron Pavilion, Lake Parker, in Lakeland. A Fundraising Project was motioned by Christine Samuel to raise money for an Educational Scholarship in the name of Honorary Member Arabell Wiggins. The motion was carried unanimously. The Council has contributed \$120.00 toward this project. The Council will continue to focus on the Arabell Wiggins Scholarship Fund, Voter Registration Project, and HIV/AIDS in Polk County in the next term. Ms. Deloris Johnson, CEO, installed the 2009-2010 Central Region Advisory Council (CRAC) Membership. Officers elected: Johnnie McNair, Chairperson; Christine Samuels, Vice-Chairperson; Josephine Howard, Secretary; Truman McGill, Assistant Secretary; Glenda Jones, Treasurer; Clarence Grier, Parliamentarian; and Ernestine Davis, Board Representative.

**EASTERN REGION** The Eastern Region Advisory Council began its 2009 operational year with quite a few goals, among them increasing membership on the council, increased communication with corporate members in the region, and increased fundraising toward the Arie Lou Perkins Scholarship Fund. Among the many outcomes were two scholarships that were awarded at the Advisory Council's Annual Meeting Luncheon on October 17, 2009 in Ft. Pierce, Florida. The annual meeting theme was "Building a Strong Foundation for Children and Families." The Keynote Speaker for the Annual Meeting was Minister William Shelly of Vero Beach, Florida. Children enrolled in ALPI Head Start participated in the program. The recipients of the Arie Lou Perkins Scholarship awards were Chaka D. Smith and Tracnesha L. Lundy. Chaka is attending Bethune Cookman University in Daytona Beach and Tracnesha is attending The University of South Florida in Tampa, Florida. Elizabeth Young, Staff Liaison, conducted the elections. Officers elected: William Holt, Chairperson; Constance Griffin, Vice Chairperson; Eddie Mae Hill-Roseway, Secretary; and Phyllis Nicholas, Treasurer.



# ***Sponsors***

## *Special Mention*

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

*Crown Printing*

*Mr. and Mrs. Clayton T. Worden*

*Mrs. Marilee Truitt*

## **Circle of Friends**

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***Congratulations to  
The Agricultural and  
Labor Program, Inc.***

# ***Corporate Membership Meeting***

## **Annual Corporate Membership Business Meeting**

### **Agenda**

**Saturday, January 23, 2010**

**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<br>Regional Advisory/Policy Council     | Marva Hawkins, Board Member       |
| IV.   | Adoption of Minutes                                      | Josephine Howard, Board Secretary |
| V.    | Annual Financial Report                                  | Christine Samuel, Board Treasurer |
| VI.   | 2009 Annual Report                                       | William Holt, Board Chairperson   |
| VII.  | New Business:<br>Introduction of 2010 Board of Directors | Deloris Johnson, CEO              |
| VIII. | Adjournment  | William Holt, Board Chairperson   |

# ***Annual Corporate Meeting Luncheon and Board Installation***

**Theme: *A Change Has Come: ALPI an Organizing Force for the Future***

**Mistress of Ceremonies: Dr. Barbara Kelly Bentley** *(Principal in Sanford, FL)*

Presentation of Colors .....	American Legion Post #201, <i>Winter Haven, FL</i>
Musical Selection .....	Maxie Hunter, <i>Winter Haven, FL</i>
Greetings .....	Steven M. Hunicutt, City Commissioner, <i>Winter Haven, FL</i>
Words of Inspiration .....	Minister Michael Monfiston, <i>Ft. Pierce, FL</i>
Welcome and Occasion .....	Josephine Howard, ALPI Board Member, <i>Haines City, FL</i>
Musical Selection (Duet) .....	Maxie Hunter, <i>Winter Haven, FL</i> Carolyn Scott, <i>Winter Haven, FL</i>
Message from the Chair .....	William Holt, ALPI Board Chairperson, <i>Vero Beach, FL</i>
Introduction of Keynote Speaker .....	Deloris Johnson, ALPI CEO, <i>Lakeland, FL</i>
Keynote Speaker .....	Barbara S. Talley, <i>Germantown, Maryland</i>

## **LUNCH**

*1 to 2 p.m. - Featuring ALPI's 42nd Anniversary Video Presentation*

Musical Selection (Duet) .....	Maxie Hunter, <i>Winter Haven, FL</i> Carolyn Scott, <i>Winter Haven, FL</i>
Special Recognition .....	Kay Fields, ALPI Board Member, <i>Lakeland, FL</i>
Presentations & Awards/Chairperson's Award .....	Deloris Johnson, CEO, <i>Lakeland, FL</i>
Board Installations .....	William A. Sweat, Esq., Sweat & Reed, PA, <i>Lakeland, FL</i>
Closing Remarks.....	William Holt, ALPI Board Chairperson

# ***Strategic Plan Status Report***

2007  
2008  
2009  
2010  
2011  
2012


Since adoption and implementation of its Strategic Plan 2007 - 2012: [The Blueprint for the Future](#), The Agricultural and Labor Program, Inc. (ALPI) remains a viable agency with a stellar reputation. Its strength rests in its ability to be flexible and respond to an ever-changing environment. Board leadership and CEO direction facilitate staff's ability to meet programmatic challenges in an exemplary fashion.

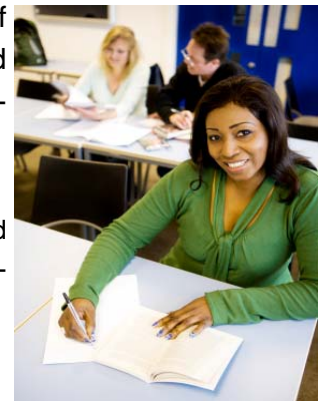
In addition, community regard remains positive. Parents are enriched, not only through the education that their children receive, but also through the opportunities that they have for involvement. The entire family benefits from the education and employment opportunities that parents have. In short, the human services movement is privileged to have the ALPI organization as a collaborator and we are pleased to present the agency's Strategic Plan Status Report.

PARTNERSHIP

## **Educational Experiences**

In 2007 the agency embarked upon improvement of employees and advancement of more educational opportunities to develop a better educated and more highly skilled workforce. To date, focus areas, accomplishments, and opportunities included the following:

 **Professional Development Plan:** 100% of employees have professional growth and development plans either thru an Instructional Professional Development Plan for teaching staff or thru the Agency Non-Instructional Professional Plan.





# ***Strategic Plan Status Report***

## **Educational Experiences**

✓ **Professional Development Opportunities:** Between January 2008 and July 2009, 214 staff received over 7,871 hours of professional development training.

✓ **In-Service Training Program:** In-service training is provided to 100% of staff through attendance at the Board of Director's Annual Meeting in January of each year.

- Joint Management Staff meetings are currently held 2 to 4 times per year to provide upper level managers/supervisors with ongoing training in program operation and compliance.
- An Annual Training Calendar was developed to provide opportunities to all Head Start/Early Head Start employees on mandated and needed training topics. The program has 12 pre-scheduled in-serve training days (pre-services and in-service) for the 2008-2009 program year.



✓ **Individualized Professional Development Activities:** As funds become available through the budgeting process, staff is encouraged to apply for financial assistance in improving his/her knowledge and capabilities.

### **(2008-2009) Community Services and Economic Development Division.**

- One (1) staff completed two of the core courses towards becoming Certified with Community Action Professional Certification from SEACAA.
- One (1) staff completed two of the core courses towards receiving a Non-Profit Management Certificate from University of South Florida.

### **(2008-2009) Head Start provided opportunities for teaching staff through State TEACH Scholarship Program and other programs.**

- Seven (7) teachers were enrolled at Indian River State College to meet Head Start Act requirements.
- One (1) teacher obtained a Bachelor's Degree.
- One (1) teacher's assistant obtained her CDA.
- Fifteen (15) staff members completed forty-five Child Care Training hours.
- Six (6) teacher's assistants continued their progress towards obtaining their CDA or AA Degree.

# ***Strategic Plan Status Report***

## **Upward Mobility**

During the 2007 strategic planning process, it was realized that current employees needed to be provided with opportunities that would prepare them to move up the ranks within the organization whenever the opportunity presented itself. To date, focus areas, accomplishments, and opportunities included the following:

### **Individual opportunities for creativity**

#### **(2008-2009) Community Services and Economic Development Division.**

- One (1) staff completed two of the core courses towards becoming Certified with Community Action Professional Certification from SEACAA.
- One (1) staff completed two of the core courses towards receiving Non-Profit Management Certificate from University of South Florida.

### **Opportunities for advancement.**

- (2007-2008) Community Services and Economic Development Division was reorganized resulting in the creation of new positions and pay increases for 94% of the Division.
- (2008-2009) 6% of LIHEAP/Community Services staff received a promotion to higher pay grade and responsibilities.

### **Incentive package connected with higher credentials**

- Head Start and Early Head Start instructional employees receive an increase in pay upon completion of the program development training.
- Annually, when funds are available, 100% of ALPI staff receive a one-time incentive payment based upon satisfactory annual performance evaluations.
- Annually, staff employees receive a 3% increase in his/her salary based, in part, upon satisfactory annual performance evaluations.



# ***Strategic Plan Status Report***

## **Upward Mobility**



### **Reward employees based on demonstrated competency to move up in the Agency**

- (2007-2008) Community Services and Economic Development Division underwent a reorganization that resulted in new positions and pay increases for 94% of the Division.
- (2008-2009) 6% of LIHEAP/Community Services staff received promotions to higher pay grades and responsibilities.
- All vacant positions under recruitment are initially posted “in-house” to encourage current staff to submit applications for promotion.

## **Partnerships**

During the 2007 strategic planning process, it was realized that partnering within the local community needed to be enhanced in an effort to expand services as well as to realize new funding opportunities. To date, focus areas, accomplishments, and opportunities included the following:



### **Membership in community service organizations and fundraising opportunities**

In St. Lucie County, Head Start has maintained memberships with the Early Learning Coalition Inc., United Way, Community Services Division, Indian River State College, Fort Pierce Housing Authority, City of Fort Pierce, Treasure Coast Coordination Coalition, Florida Agency of Workforce Innovation, etc. In the Polk County area Frostproof Head Start has established a new partnership with the Polk County Board, and the Early Learning Coalition. In addition, it has maintained the partnership with United Way.



### **Partner on collaborative projects and rural housing initiative**

In St. Lucie County, ALPI continues the partnership with the Fort Pierce Housing Authority to house the Francina Duval and Garden Terrace Head Start Centers.

# ***Strategic Plan Status Report***

## **Partnerships**



- Since 2007 ALPI has partnered with Frontline for Kids in the delivery of an “after school” mentoring project in Ft. Pierce.
- In December 2008 ALPI began partnering with Club Utilitas to provide Computer Assisted Tutorial through an “after school” project in Ft. Pierce.
- In 2008, and annually thereafter, ALPI has partnered with the Florida Housing Finance Corporation for the provision of foreclosure mitigation services.
- (2007-2009) ALPI has partnered with Florida Non-Profit Housing to provide housing and utility assistance to farmworkers throughout the State.
- Since 2007, and annually thereafter, ALPI has partnered with Florida Non-Profit Housing for the provision of rental and utility assistance to farmworkers around the state.



### **Increase the funding base**

In St. Lucie County, Head Start increased local funding thru the Early Learning Coalition by approximately 30% from the previous year, making total funding for 2008-2009 **\$697,905.00**. The Voluntary Pre-Kindergarten (VPK) services were expanded to an additional 78 pre-school children. In Polk County, Frostproof Child Development Center Head Start established a partnership with the Early Learning Coalition to provide Voluntary Pre-Kindergarten (VPK) services for 18 pre-school children for the 2008-2009, bringing funding total to **\$43,829.97**.



- (2007-2008) Agency wide budget was \$11,761,846.
- (2008-2009) Agency wide budget was \$13,980,606, for an 18.8% increase over previous year.



### **Take advantage of a favorable political climate**

Head Start entered into a MOU (Memorandum of Understanding) with the Early Learning Coalition and the East Coast Migrant Project to meet the Head Start Act requirement. These partnerships expanded opportunities such as recruitment,



# ***Strategic Plan Status Report***

## **Partnerships**

training, etc. In addition, ALPI serves in the Early Learning Coalition Board of Directors, participates in the Annual Treasure Coast Conference Committee, United Way Director's Meetings, and partners with Florida Agency of Workforce Innovation.



- (2009) CSBG/Economic Development Director staffed booth at Legislative Day in Tallahassee.
- Annually, ALPI advertises its annual meeting and submits personal invitations to community and political leaders.
- (2008-2009) ALPI Staff participated in a public services trade show (through a booth) in Polk County.
- (2007-2009) ALPI Head Start staff attended the Treasure Coast Administration Conference.
- Annually, Head Start/Early Head staff participate in the United Way's Children's week.
- (2008-2009) Head Start entered into an MOU with the Early Learning Coalition and the East Coast Migrant Project to meet Head Start Act requirements.
- (2007-2009) CSBG and LIHEAP Programs subcontracted with eighteen (18) different community organizations.
- (2007-2009) ALPI maintains Memoranda of Understanding with three (3) Florida Workforce Agencies.
- (2007-2009) Non-financial service agreements are maintained with all electric service providers in the six (6) LIHEAP Service Counties.



### **Secure funding from non-traditional sources**

On an annual basis Head Start secures funding from at least two non-traditional sources: Tom Bowman Photography and Fields Kitchen, Inc.

- ALPI Head Start and Early Head Start programs annually solicit funding from United Way of St. Lucie County.
- Annually, Frontline for Kids obtains funding from the Wynne Foundation

# ***Strategic Plan Status Report***

## **Partnerships**

- (2008-2009) Received Foreclosure Mitigation Services contract with Florida Housing Finance Corporation.
- (2007) ALPI received a grant from the Florida Association for Community Action (FACA) to provide Emergency Preparedness workshops to local organizations.
- Annually each advisory council conducts a fundraiser.
- Parent fees.
- Annually, ALPI solicits contributions for the Board of Director's Annual Meeting.
- Annually Head Start secures funding from Tom Bowman Photography and Fields Kitchen, Inc.



### **Diversity funding sources**

- (2008-2009) ALPI began receiving funds from the E-Rate Program.
- (2008-2009) ALPI applied for E-Rate Technology Funds.



### **Apply for grants in a timely manner when money is available**

During the 2008-2009 Fiscal Year, the agency completed and submitted several grant application for continued funding, COLA increases, Program Expansions, Program Improvements, and Training and Technical Assistance. The agency expects to be funded for the 2009-2010 Fiscal Year. Grant applications submitted included the following:

- (2007) Emergency Preparedness training Grant from FACA
- (2008 and 2009) Florida Housing Finance Corporation – Foreclosure Mitigation Program
- (2009) Solicited additional funding from the Florida Department of Education, WIA-167 Program to subcontract a project in Quincy.
- (2009) Community Services Block Grant – American Recovery and Reinvestment Act
- (2009) Head Start/Early Head Start - American Recovery and Reinvestment Act
- (2009) Head Start/Early Head Start expansion grant for Polk and St. Lucie Counties.
- (2009) Head Start applied for VPK Funding from Early Learning Coalitions of Polk and St. Lucie Counties.

# ***Strategic Plan Status Report***

## **Expansion**

During the 2007 strategic planning process, it was realized that partnering within the local community needed to be enhanced in an effort to expand services as well as to realize new funding opportunities. To date, focus areas, accomplishments, and opportunities included the following:



### **Expansion of programmatic thrusts**

During the 2008-2009 Fiscal Year, the agency completed and submitted grant applications for expansion of Head Start and Early Head Start services for the 2009-2010 Fiscal Year to the Department of Health and Human Service; and to the Early Learning Coalition to increase the Voluntary Pre-Kindergarten Services. Total project expansion funding : \$3,777,268.00

- (2008-2009) Applied for Early Head Start grant for Frostproof area of Polk County and expansion in St. Lucie County.
- (2007-2008) Worked with Lakeview Park Homeowners Association in sponsoring a “Summer of Discovery” program for the local children participating in the Summer Food Program.



### **Expand the service base, increase funding, and seek funding from foundations**

Entered into CSBG subcontracts with various other organizations, as outlined below, to provide CSBG services to target populations:

- (2007-2009) Center for Independent Living, Lakeland – Handicapped individuals and their families
- (2007-2009) Women’s Resource Center, Winter Haven and Lakeland – Female, Head of Households and their families
- (2008-2009) Chain of Lakes Achievers – “After school” mentoring program
- (2007-2009) Big Brothers/Big Sisters, Avon Park – “After School” mentoring program
- (2008-2009) Boys and Girls Clubs, Lakeland – “After School” mentoring program
- (2007-2009) Highlands County Coalition for the Homeless



# ***Strategic Plan Status Report***

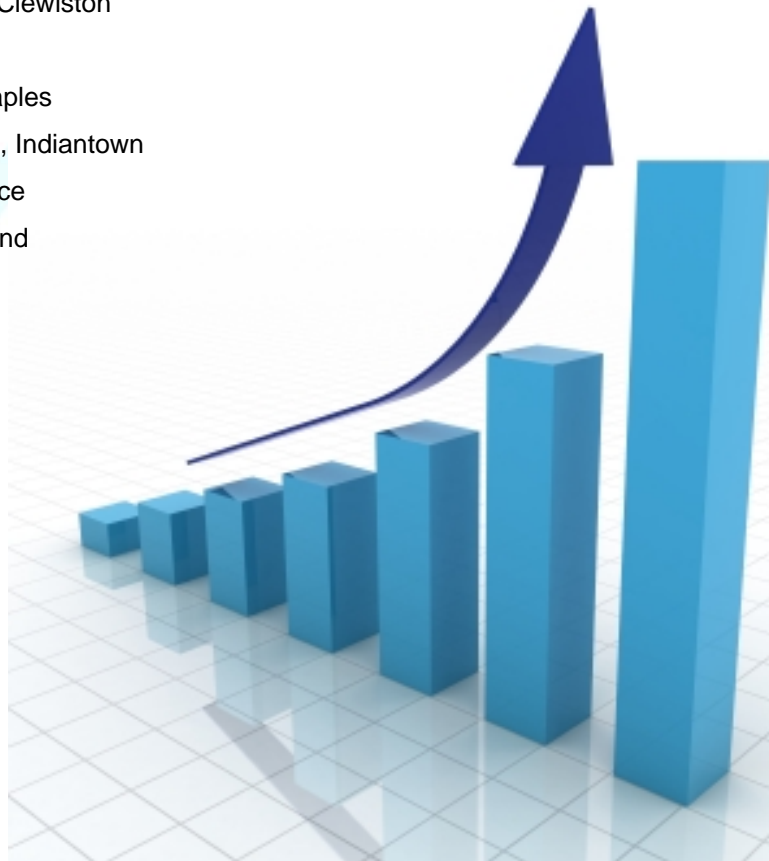
## **Expansion**

Entered into LIHEAP subcontracts with various other organizations, as outlined below, to provide LIHEAP services to target populations:

- (2007-2009) Women's Resource Center, Lakeland/Winter Haven
- (2007-2009) Catholic Charities, Lakeland
- (2007-2009) Coalition of Florida Farmworker Organizations, Immokalee
- (2007-2009) Glades County Social Services, Moore Haven
- (2007-2009) Hendry County Board of County Commissioners, Labelle
- (2008-2009) Lake Wales Care Center, Lake Wales
- (2008-2009) Hendry-Glades Mental Clinic, Clewiston
- (2008-2009) Living Hope, Polk City
- (2008-2009) Macedonia Baptist Church, Naples
- (2008-2009) Indiantown Non-profit Housing, Indiantown
- (2008-2009) In the Image of Christ, Ft. Pierce
- (2007-2009) St. Vincent DePaul, Hobe Sound

Other partnerships include:

- St. Lucie County Health Department
- Florida Community Health Center
- Indian River State College
- Exchange Club
- Family Preservation
- Ridge Career Center
- Luster-All Training Center
- Rose Training Center
- Traviss Career Center
- Florence Villa CDC





# ***Strategic Plan Status Report***

## **Expansion**



### **Consult with human service agencies in crisis in Florida when the opportunity presents itself**

- (2007-2008) Partnered with Frontline for Kids to offer “After-School” mentoring program in Ft. Pierce.
- (2008-2009) Partnered with Club Utilitas for Computer Assisted Tutoring program in Ft. Pierce.
- (2007-2009) Partnered with Florence Villa CDC to present Job Opportunities for Low Income (JOLI) program in Winter Haven.



### **Develop a LIHEAP program**

- (2007) Received LIHEAP grant for Polk County.
- (2009) Expanded LIHEAP services through addition of new sites and subcontracts in areas including: Indiantown, Ft. Pierce, Hobe Sound, Clewiston, Haines City, Mulberry, and Lake Wales.
- (2008-2009) Received increase in LIHEAP funding from less than \$1.5 million to more than \$5.4 million.



### **Increase the client base**

During the 2008-2009 Fiscal Year, the agency completed and submitted grant applications for expansion of Head Start and Early Head Start services for the 2009-2010 Fiscal Year to the Department of Health and Human Service; and to the Early Learning Coalition to increase the Voluntary Pre-Kindergarten Services in St. Lucie and Polk Counties.



### **Secure more Port St. Lucie sites**

- (2008-2009) Increased number of LIHEAP sites in St. Lucie County through hiring staff and adding Sub-recipient agreements with local organizations.



### **Increase the Head Start Census**

During the 2008-2009 Fiscal Year, the agency completed and submitted grant applications for expansion of Head Start

# ***Strategic Plan Status Report***

## **Expansion**

and Early Head Start services for the 2009-2010 Fiscal Year to the Department of Health and Human Services; and to the Early Learning Coalition to increase the Voluntary Pre-Kindergarten Services by 2012.



### **Continue to upgrade to new technology**

- (2008) CSBG and LIHEAP Staff provided laptop computers to allow access to agency MIS to assist in the delivery of services.
- (2008) ATEC setup six (6) donated computers to provide Internet access to local community and ALPI clients.
- (2009) New Horizon Apartment Complex established computer access to the local community through Community Development Block Grant funds from the City of Auburndale.
- (2008-2009) Most of LIHEAP and CSBG Subrecipients provide direct entry of client information into ALPI's CM Tools System.
- Head Start/Early Head Start technological needs are regularly evaluated and updated through special Head Start funding, when available.
- (2007-2009) Added or upgraded network and database software.



### **Make expansion contingent upon population changes**

- ALPI Staff continue to review funding announcements for possible new projects and/or additional monies for existing programs.
- Community Services/Economic Development applied for grants in the following amounts:
  - (2008-2009) Florida Housing Finance Corporation for Foreclosure Mitigation in the amount of \$4,500.
  - (2007-2008) Florida Association for Community Action for Emergency Preparedness workshop in the amount of \$3,000.
  - (2007-2008) Florida Nonprofit Housing Corporation for farmworker emergency assistance in the amount of \$50,000.
  - (2008-2009) Florida Nonprofit Housing Corporation for farmworker emergency assistance in the amount of \$50,000.

# ***Strategic Plan Status Report***

## **Expansion**

- Head Start/Early Head Start expansion grant applications were submitted in the following amounts:
  - Head Start Expansion in St. Lucie County for \$954,967.
  - Early Head Start Expansion in St. Lucie County for \$808,416.
  - Early Head Start Expansion in Polk County for \$1,108,435.
  - Early Learning Coalition funding for St. Lucie County for \$813,888.
  - Early Learning Coalition funding for Polk County for \$91,562.

## **Program Enhancement**

During the 2007 strategic planning process it was realized that work needed to be done to enhance program development for and service delivery to children and their families. To date, focus areas, accomplishments, and opportunities included the following:



**Continue to create opportunities for academic success for children**



In St. Lucie County, Head Start implemented a Pre and Post test utilizing the “Get Ready to Read” Screener Tool for the 2008-2009 school year for children age 4. The goal of the “**Get Ready to Read**” screening tool is to help guide efforts to build the skills of the child being screened.

The agency utilized the online Galileo as an Ongoing Assessment for all children. The areas assessed include: Language and Literacy, Mathematics, Creative Arts, Nature and Science, Approaches to Learning, Physical Health and Development, and Social Emotional and Development. The Final Child Outcomes Report for the 2008-2009 reflect the following results:

- **Language and Literacy:** 57% of the four-year-old children increased their skills by the end of the program year. This represents a 42% increase from the established baseline.

# ***Strategic Plan Status Report***

## **Program Enhancement**

- **Mathematics:** 49% of the four-year-old children increased their skills by the end of the program year. This represents a 37% increase from the mid-year report.
- **Nature and Science:** 45% of the four-year-old children increased their skills by the end of the program year. This represents a 33% increase from the mid-year report.
- **Creative Arts:** 68% of the four-year-old children increased their skills by the end of the program year. This represents a 47% increase from the mid-year report.
- **Social Emotional and Development:** 81% of the four-year-old children increased their skills by the end of the program year. This represents a 55% increase from the mid-year report.
- **Approaches to Learning:** 74% of the four-year-old children increased their skills by the end of the program year. This represents a 41% increase from the mid-year report.
- **Physical Health and Development:** 84% of the four-year-old children increased their skills by the end of the school year. This represents a 21% increase from the mid-year report.
- (2007-2009) Provided summer tutoring program with Lakeview Park Homeowner's Association through "Summer of Discovery".
- (2007-2008) Subcontracted CSBG funds to Big Brothers/Big Sisters and Boys/Girls Clubs for provision of "after school" mentoring program for Polk and Highlands Counties.
- (2008-2009) Subcontracted CSBG funds to Big Brothers/Big Sisters; Boys/Girls Clubs; and, Chain of Lakes Achievers for provision of "after school" mentoring program in Polk and Highlands Counties.
- (2008-2009) Entered into management agreement with Club Utilitas for Computer Assisted Tutorial program in St. Lucie County.





# ***Strategic Plan Status Report***

## **Program Enhancement**



### **Offer a Voluntary Pre-K Program for the summer months**

In the last two years, Head Start has offered and/or made available an Enrichment Program during the summer months for four year old children, including the children enrolled in the Extended Day (Head Start/VPK) Program.



### **Create more assistance for parents**

Head Start/Early Head Start implemented the Family Literacy Program for parents who were in need of enhancing their educational skills, health education, English as a Second Language, Housing, etc. The following information represents the number of parents that received assistance:

Adult Education	127	Domestic Violence Services	1
Job Training	133	Child Support Assistance	2
Parenting Education	803	Mental Health Services	25
Marriage Education	2	Housing Assistance	51
Health Education	5		



### **Include leadership development as early as the preschool classroom**

The Head Start Program Information Report (PIR) revealed that 356 fathers participated in the ALPI's Nurturing Fatherhood Program activities, including: Kick Off Picnic, Ready Day with Dads, Monthly Meetings, Dr. Martin Luther King Parade, Annual Valentine Father/Daughter Ball, Day in the Park, Family Fun Day and the End of the Year Picnic, etc.

- (2007-2008) A new partnership was established with Scholastic Book Program to enhance literacy skills of children and their families at all centers.
- (2008-2009) Head Start/Early Head Start maintained its partnership with "Learn to Read of St. Lucie County."
- (2008-2009) Head Start/Early Head Start continued with the "Book It" program, "Reading Day with Dad", and Scholastics Book Fair.



# ***Strategic Plan Status Report***

## **Program Enhancement**



### **Move from a focus on service to an added focus on training (new skill development for clients)**

The ALPI's Nurturing Fatherhood Program was established a few years ago thru a Fatherhood Initiative Funding. The program has been a great success since its beginning. Numerous activities have been established on an annual basis, with expanding community resources to include joint activities with the Early Learning Coalition of St. Lucie Co., United Way, Fort Pierce Mainstream Initiative, etc.

- WIA-167 Staff do a comprehensive assessment of all applicants for training.
- CSBG Staff complete a comprehensive needs assessment for all clients entering the Family Self-Sufficiency Program.
- Head Start/Early Head Start maintains Family Partnership Agreements with the families of its students.
- (2008) Head Start/Early Head Start implemented a Family Literacy Program for parents in need of a high school diploma. As of January 2009, 35 parents completed/obtained their High School Diploma.
- (2008-2009) The CSBG FSSP began working with families as a unit to increase the parent's literacy level through training programs such as GED/ABE.



### **Institute a Family Literacy Program**

In St. Lucie County, The program established a partnership in 2007-2008 with Scholastic Book Program to enhance the literacy skills of the children and their families. Parents had the opportunity to purchase books for themselves and their children. In 2008-2009 the partnership continues.

- (2007-2008) A new partnership was established with Scholastic Book Program to enhance literacy skills of children and their families at all centers.

# ***Strategic Plan Status Report***

## **Program Enhancement**

- (2008-2009) Head Start/Early Head Start maintained its partnership with “Learn to Read of St. Lucie County.”
- (2008-2009) Head Start/Early Head Start continued with the “Book It” program, “Reading Day with Dad”, and Scholastics Book Fair.
- (2009) Head Start/Early Head Start works with the Early Learning Coalition of St. Lucie County and Learn to Read of St. Lucie County.
- (2007-2009) Head Start established and maintained the Nurturing Fatherhood Initiative Program. Activities included an annual father/daughter ball; employment training; and, classes to teach coping skills to fathers to enable them to better communicate with their children and family.
- (2008-2009) Head Start entered into joint activities with the Early Learning Coalition of St. Lucie County; United Way of St. Lucie County; and, the Ft. Pierce Mainstream Initiative to assist staff in operating a literacy program.



### **Devise strategies to help clients become upwardly mobile**

- WIA-167 Staff do a comprehensive assessment of all applicants for training.
- CSBG Staff complete a comprehensive needs assessment for all clients entering the Family Self-Sufficiency Program.
- Head Start/Early Head Start maintains Family Partnership Agreements with the families of its students.

### **Help clients with upward mobility in the job market**



- (2007-2009) CSBG Staff work with Family Self Sufficiency Program participants in locating and obtaining employment through working with the local Polk Works workforce office.
- (2006-2009) Through Job Opportunities for Low Income Program, ALPI works with Florence Villa CDC in the provision of skills training to eligible applicants.

# ***Strategic Plan Status Report***

## **Program Enhancement**



**Create new programs based on market trends and the needs of the community (for example, a Certified Nursing Program)**

- (2009) ALPI began development of a new curriculum for Home Health Aide and Phlebotomy training at its ATEC site.



**Use overall changes in social services/child care to increase service delivery in the Head Start Program**

A minimum of five Head Start/Early Head Start classrooms are projected to be added to the present census by 2010. During the 2008-2009 Fiscal Year, the agency completed and submitted grant applications for expansion of Head Start and Early Head Start services for the 2009-2010 Fiscal Year to the Department of Health and Human Services; and to the Early Learning Coalition to increase the Voluntary Pre-Kindergarten Services. The following information, previously reported, represents the funding projected to increase Head Start services for the upcoming year:

Head Start Expansion in St. Lucie County - \$954,967

Early Head Start Expansion in St. Lucie County – \$808,416

Early Head Start Expansion in Polk County - \$1,108,435

Early Learning Coalition VPK in St. Lucie County - \$813,888

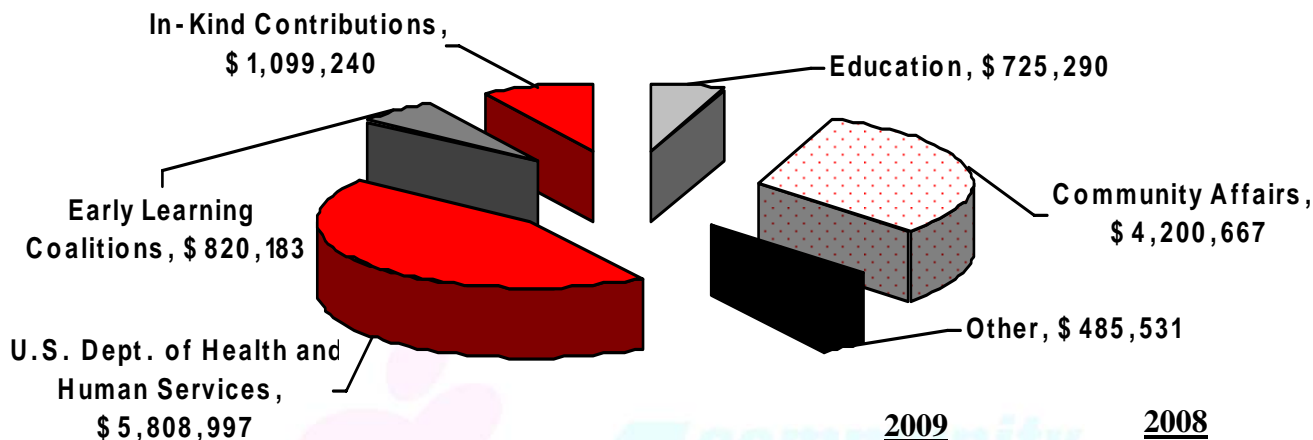
Early Learning Coalition VPK in Polk County – \$91,562



# Statement of Activities

## Support and Revenue

### Incoming Support



### Expenses:

#### Program Services

Child Development	1,020,214	634,733
Food	537,051	589,566
Headstart	6,140,761	6,044,211
Social Services	1,430,298	1,000,932
Employment and Training	178,939	199,913
Energy	2,947,554	1,392,643
<b>Total Program Services</b>	<b>12,254,817</b>	<b>9,861,998</b>

### Support Services:

General Administration	1,120,926	1,005,564
<b>Total Expenses</b>	<b>13,375,743</b>	<b>10,867,562</b>
Decrease in Unrestricted Net Assets	(235,835)	(207,505)

Unrestricted net assets, beginning of year	2,409,951	2,617,456
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Unrestricted net assets, end of year	2,174,116	2,409,951
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# ***Statement of Financial Position***

Current Assets	2009	2008
Cash and cash equivalents	889,211	1,136,851
Accounts Receivable, net	382,019	417,146
Prepaid Expenses	<u>53,432</u>	<u>49,841</u>
<b>Total Current Assets</b>	1,324,662	1,603,838
Property and equipment, net	1,753,937	1,980,329
Refundable Deposits	<u>11,491</u>	<u>11,491</u>
<b>Total Assets</b>	<u>3,090,090</u>	<u>3,595,658</u>
<b><u>Liabilities and Unrestricted Net Assets</u></b>		
Current Liabilities		
Accounts Payable	243,229	263,271
Refundable Advances	273,647	468,344
Accrued Expenses	359,173	365,989
Current portion of obligation under capital lease	<u>39,925</u>	<u>48,178</u>
<b>Total Current Liabilities</b>	915,974	1,145,782
Capital Lease Obligation, less current portion	<u>0.00</u>	<u>39,925</u>
<b>Total Liabilities</b>	915,974	1,185,707
Unrestricted Net Assets	<u>2,174,116</u>	<u>2,409,951</u>
<b>Total Liabilities and Net Assets</b>	<u>3,090,090</u>	<u>3,595,658</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

### **Executive Office**

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

*www.alpi.org*

## **ADMINISTRATION & OPERATIONS QUALITY CONTROL DIVISION**

### **Operations and Quality Control**

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

## **COMMUNITY SERVICES & ECONOMIC DEVELOPMENT DIVISION**

### **Deputy Director**

Albert Miller  
Extension 212  
AMiller@ALPI.org

### **Budget and Finance**

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

### **Human Resources**

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

### **LIHEAP/Community Services**

Cheryl Burnham, Dir.  
Extension 223  
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

Congratulations to the Agricultural and Labor Program, Inc.  
on your *42nd Annual Corporate Meeting and Luncheon*

# Connected TO THE Community



**At Progress Energy, some of our most important connections to the community aren't found on utility poles.**

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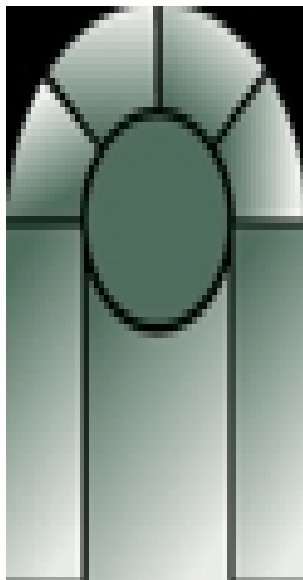
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*Service Since 1977 ... We do business the old fashion way.*

*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.*

**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](http://www.alpi.org)