



The Agricultural and Labor Program, Inc.
Helping People. Changing Lives.

community **Action** PARTNERSHIP **QUARTERLY Newsletter**

AMERICA'S POVERTY FIGHTING NETWORK

JANUARY 2012 • WINTER ISSUE

In This Issue

Effective Board Governance	1
Addressing Poverty	1
Arabell Wiggins Scholarship	2
What A Difference A Father Makes	2
Polk's Nurturing Fatherhood Program	2
Eastern Region Advisory Council	3
Southern Region Advisory Council	3
Northern Region Advisory Council	4
Central Region Advisory Council	4
1st Annual Community Resource Fair	5
Fire Prevention and Safety Week	5
Head Start Delegate Policy Committee	5

From the Desk of the Editor

EFFECTIVE BOARD GOVERNANCE TO BE OR...NOT TO BE

The Board of a Nonprofit Organization can be among its greatest assets. A well-functioning Board of Directors is essential for nonprofit organizations, not only to meet legal requirements, but also to successfully achieve their goals. Boards have three primary roles: to establish policies, to make significant and strategic decisions, and to oversee the organization's activity. Effective governance has the following characteristics: it is efficient, allows a respectful conflict of ideas, is simple, is focused, is integrated and synergistic, has good outcomes, preserves community assets, and leads to enjoyment and personal reward for the individual Board members.

Oversight is an important function, but Boards must remember that the organization is theirs to oversee, not to manage. Board committees also play an important role in the governance process. It is useful to periodically review the structure and functions of the committees and to ensure that everyone knows what to expect from them. The CEO is the full-time agent of the Board and is the only person directly accountable to the Board.

I am proud to report that the ALPI Board of Directors, under the leadership of William Holt, is performing its roles and responsibilities in an effective manner ensuring ongoing focus on management oversight, financial management, and community response including the staggering numbers of poverty within the state of Florida. The focus of the future is on strategic performance and the Agricultural and Labor Program Board is well on its way to ensure that the right people are sitting around the table to deal with critical issues of the time and thus maintaining "Effective Board Governance."

Deloris Johnson

Chief Executive Officer & Editor

Engaging Key Partners in Addressing Poverty

A record 15.4 million suburban residents lived below the poverty line last year, up 11.5% from the year before, according to a Brookings Institution analysis of Census data. Nearly three-quarters of suburban nonprofit agencies have reported seeing more clients who had never accessed aid before. The 2010 U.S. Census reported the Florida poverty rate at 15 percent and Miami-Dade County poverty rate at 17.7 percent. According to a CNN Money.com article, "Poverty Pervades the Suburbs," poverty in Florida spikes the nation's poverty rate and is now at the highest level since 1994.

POVERTY GRIPS THE SUBURBS



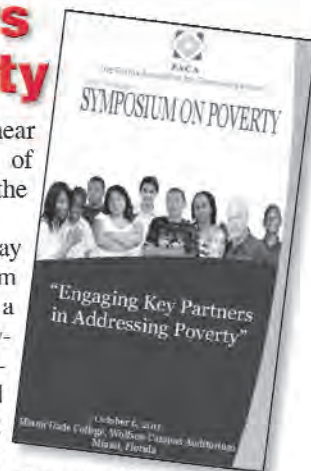
Highest suburban poverty rate			
1 El Paso, TX	36.4%	6 Cape Coral-Fort Myers, FL	16.8%
2 McAllen-Edinburg-Mission, TX	35.4%	7 Lakeland-Winter Haven, FL	17.7%
3 Fresno, CA	23.1%	8 Albuquerque, NM	17.0%
4 Bakersfield, CA	22.6%	9 Augusta-Richmond City, GA-SC	16.9%
5 Modesto, CA	19.6%	10 Stockton, CA	16.4%

In October, The Agricultural and Labor Program, Inc. participated in the Second Annual Florida Association for Community Action (FACA) Symposium on Poverty (hosted by the Miami-Dade Community Action Agency). During last year's symposium, the FACA Board of Directors committed to initiate efforts required to support the creation of a Florida Commission on Poverty. John Edwards, FACA Board Legislative Committee Chair and National Board Chair of the Community Action Partnership based in Washington, DC, has garnered the support of Representative Alan Williams, Florida House of Representatives, to draft the legislative bill. The objective of the symposium was to set the agenda for the Florida Commission on Pov-

erty, and to hear the concerns of the people in the community.

The full day symposium began with a fact-filled poverty presentation entitled "Expanding Economic and Social Opportunities:

A Community Development Approach", presented by Ned Murray, Ph.D., AICP, FIU Metropolitan Center. Among various other topics, including relevant statistical data, Dr. Murray discussed Employment and Poverty Rate Trends, Key Economic Trends, Leading Occupations and Wages, Key Housing Trends, Educational Attainment, and Community Development. A period of discussion followed where panelists expressed their thoughts on the presentation and expanded on many of the topics covered. Practical and well-thought out Breakout Group Sessions immediately followed. The sessions included Creating Employment, Health, Nutrition and Food Security, and Housing/Transportation (co-facilitated by ALPI's own Chief Executive Officer, Deloris Johnson). The event was concluded with closing remarks by William Holt, ALPI Board Chairperson and FACA Board Chairperson. The following ALPI staff and representatives were in attendance: Deloris Johnson, ALPI Chief Executive Officer. Board Members: William Holt, Chairperson and Terry Wellington. ALPI Council Members: Joslyn Burt, Clifton Gaines, Annette Jones, Bernice Lopez, Annie Robinson, and Evelyn Seabrook. Community Services and Economic Development Division: Albert Miller (Division Deputy Director) - Michelle Creech, Donna Cleary, and Joyce Prueett; PaHoua Lee-Yang (CSBG/Economic Development Director) - Sheila Armstead, Fred Stickney, and Charles Baker.



ALPI Awards

\$500 Arabell Wiggins Scholarship

The Agricultural and Labor Program, Inc. (ALPI) believes that because our world has become more technical as well as more competitive, a high school education is not sufficient to get a good job. To this end, in 2010 the ALPI Central Region Advisory Council created the Arabell Wiggins Scholarship to be presented each year to an eligible high school graduate. The purpose of the scholarship is to provide an opportunity for the recipient to take advantage of post-education options to improve their chances of getting a good job and ultimately to secure and maintain self-sufficiency.

ALPI is proud to announce the recipient of the 2011 Arabell Wiggins Scholarship as Ms. Shakondra Brown. Ms. Brown is a graduate of Lakeland Senior High School. The scholarship award was presented by ALPI Chief Executive Officer, Deloris Johnson, along with the scholarship's namesake, Arabell Wiggins. It was a very emotional and significant occasion, made especially more significant by the fact that Ms. Arabell Wiggins recently celebrated her 104th birthday. Ms. Arabell Wiggins has been affiliated with the ALPI since 1968. She is one of the pioneers of ALPI and a retired farmworker who actually walked the orange groves talking to migrant workers and encouraging them toward a better way of life for themselves and their families. Ms. Wiggins served as the Chairperson of the Central Region Advisory Council and on the Board of Directors for many years and is currently serving as Board Emeritus on the ALPI Board of Directors. ALPI's Board of Directors



*Deloris Johnson,
ALPI Chief
Executive Officer*

Ms. Arabell Wiggins and Ms. Shakondra Brown

Chairman, William Holt, said it best in an article written for the occasion, "The service, dedication, and standards that she (Ms. Wiggins) established for those who are less fortunate will live forever."

The Corporate Membership, friends of ALPI, and the ALPI administration acknowledged Shakondra Brown, a freshman student at Polk State College, with a standing ovation. Ms. Brown expects to become a Registered Nurse and a Pediatrician. She stated in her essay, "I love taking care of the sick and making sure they get well. Registered Nurses treat patients, educate, and provide advice and emotional support to patients and their families." These are profound statements coming from a very mature and focused nineteen year old that has just begun to live out her life. Shakondra Brown is the daughter of Casandra Simpson of Lakeland. She was employed by ALPI at the Boys and Girls Club of Lakeland from June 13 to August 12, 2011. Everyone at ALPI, including Ms. Arabell Wiggins, expect great things from Shakondra as she charts her future course.

Nurturing Fatherhood Program: **What A Difference A Father Makes**

The Nurturing Fatherhood Program in St. Lucie County is up and running with excitement. The fathers are excited about being a part of their children's educational and developmental journey. This year's fathers are from several nations around the world, including Africa, Haiti, and Mexico. Fathers this year will focus on contributing more volunteer hours and building planter boxes for the different centers. ALPI's Nurturing Fatherhood Program (NFP) is centered around the fact that when fathers assume a positive role in their child's education, students feel a positive impact.



ALPI's Nurturing Fatherhood Program in Polk County



The Nurturing Fatherhood Program this year is off to a great start as fathers, grandfathers, uncles, and father figures are volunteering, not only to attend meetings, but also in the classrooms. For this school year, one of the goals of the fatherhood program is to increase father/male involvement. Father/male participation in the Nurturing Fatherhood Program at Frostproof has increased from 20 participants last year to thirty-five participants this year.

In November, the ALPI Frostproof Child Development Center held a morning "Meet and Greet Special Event" with Bertram Smith, Program Operations Director, and fathers. This special event had more than 20 participants (fathers, grandfathers, father figures, uncles, and even mothers). The event



began with breakfast. Participants had an opportunity to serve the children breakfast and eat with their own children. This was also an excellent opportunity to educate the families on the benefits of family style meal arrangements, the importance of nutrition, and early childhood development. When the event was over, participants moved to the conference room where Bertram Smith gave an overview of the curriculum used in the Nurturing Fatherhood Program.

EASTERN Region Advisory Council



Beyond Success... We Become the Best

Bobby Byrd (back left) and Marjorie Gaskin (far right) present the family of Claudia Jean with the 2011 Arie Lou Perkins Scholarship award.

The Eastern Region Advisory Council's major goal this year was to increase its membership. Recruitment focused on the following: Community-at-large; Policy Council representative on the Council; and Parent Committee representative on the Council (South County/North County). The Council will continue to work on recruitment efforts to realize a full eighteen member Council for the 2012 operation year. The Advisory Council also re-evaluated its efforts to fund the Arie Lou Perkins Scholarship through various creative efforts. It is planned that these efforts will continue during the 2012 operation year to increase the level of success. Additionally, the Council also coordinated the ALPI agency picnic held during the month of June in Ft. Pierce, Florida.



The Council's Annual Meeting was held in November. Bobby Byrd, Annual Meeting Chairperson and Master of Ceremony for the Eastern Region Advisory Council Annual Meeting Luncheon Program, called the meeting to order. Katherine Sims welcomed everyone and Joyce Crankfield shared the occasion and ensured that everyone understood the mission and why it is necessary to participate in this activity each year at this time. ALPI Head Start participants made two presentations during the program. The Advisory Council members were introduced by Constance Griffin. The process of election of members to participate on the Council was conducted by Elizabeth Young, staff liaison.

The Advisory Council's Scholarship Committee Chairperson, Marjorie Gaskin, made the annual presentation to the individual who was selected to receive the Arie Lou Perkins Scholarship, Ms. Claudia Jean. Ms. Jean graduated from the St. Lucie County School District and is attending the University of Pennsylvania.

Marjorie Gaskin also introduced the keynote speaker, Mr. Kim Johnson. During Mr. Johnson's presentation, the focus was on a positive and effective family structure. Parents are to support their children, but at the same time teach the child to know that for every action, be it negative or positive, there are consequences and that they have the power of choice for their path. Margaret Porter recognized Mr. Larry Lee, Jr. for outstanding support to the Advisory Council and the ALPI organization. Mr. Kim Johnson installed the Advisory Council members. Officers elected: William Holt, Chairperson; Constance Griffin, Vice Chairperson; Gena Spivey, Treasurer; and Marjorie Gaskin, Secretary.

SOUTHERN Region Advisory Council



Reaching Back with Helping Hands

The Southern Region Advisory Council participated in the following Agency sponsored activities during the 2010-2011 year: Annual Corporate Membership Meeting held in Frostproof on October 23, 2010; Annual Planning Retreat held in Orlando, FL on November 19-21, 2010; Annual Corporate Meeting and Luncheon held in Orlando, FL on January 22, 2011; Shared Governance Orientation held in Winter Haven, FL on February 26, 2011; Annual Family Picnic held in Ft. Pierce, FL on June 25, 2011; and 2nd Annual Florida Symposium on Poverty held in Miami, FL on October 6, 2011.



Front Row (l-r): Clifton Gaines, Emma Malcolm, Katie Clarke. Back Row (l-r): Annie Robinson, Joslyn Burt, Terry Wellington, Annette Jones, Lester Roberts



Laura Katina Hamilton - FSU Student Financial Aid Specialist

The Southern Region Advisory Council held its' Annual Corporate Membership Meeting on Saturday, October 29, 2011. The Keynote Speaker was Laura Katina Hamilton (a Frostproof native and former Frostproof CDC student). This year's theme was "Reaching Back with Helping Hands". Ms. Hamilton expressed her enthusiasm in being able to give back to the community by "Paying It Forward" as Student Financial Aid Specialist at Florida State University (FSU). She welcomed parents and students interested in obtaining financial aid to contact her for higher education opportunities via FSU. The program was well attended by corporate, staff and community members.

Attorney Al Miller, ALPI's Community Services and Economic Development Deputy Director, began the election process by reviewing the 2011 Regional Advisory Council Election Procedures and validating all corporate members via the Corporate Membership Roster.

Year-to-date services were provided in the target areas of the Southern Region Advisory Council (Avon Park, Sebring, Lake Placid, Lake Wales, Ft. Meade, Frostproof, Labelle, Clewiston, Moore Haven, Immokalee, Naples, Wauchula, Bowling Green and Zolfo Springs). Summer Jobs were provided to five (5) youths at the Lakeview Park Community Center to assist with the Summer Discovery and Summer Feeding Programs; LIHEAP and CSBG services were provided to 6,091 clients; Head Start services were provided to fifty-seven (57) clients; and Early Head Start services were provided to sixty-eight (68) clients, inclusive of services provided to eight (8) pregnant mothers. Distribution of five (5) gift cards to low-income, disenfranchised families took place during the Christmas Holiday.

Officers elected: Terry Wellington, Chairperson; Katie Clarke, Vice Chairperson; Annie Robinson, Secretary; Sharonda Dunlap, Treasurer. Terry Wellington was also elected as the 2012-2014 Board Representative.

NORTHERN Region Advisory Council

REAL FATHERS, REAL MEN



Haki Nkrumah, Annual Meeting Guest Speaker

The 2011 year started with the Board of Directors/Policy and Advisory Council Orientation at the Chain O' Lakes Complex in Winter Haven, FL on March 4, 2011, where the Council was represented by Constance Anderson, Sylvia Bodison, Charles Harris, Marva Hawkins, Donald Tillman and Evelyn Seabrook.

The Council is pleased to announce that the ALPI Technical Education Center (ATEC) continues to be licensed by the Florida Commission for Independent Education (CIE) for the purpose of providing occupational training in Volusia County. Between July 1, 2010 and June 30, 2011, ATEC provided Phlebotomy training to a total of twenty-three students and Home Health Aide training to an additional 36.

Through the Farmworker Training/Emergency Services (WIA-167) program, the Florida Department of Education provides funding for training, as well as emergency assistance for migrant and seasonal farmworkers. Some of the training is provided through ATEC, as described above, with emergency assistance being provided through ALPI staff and other farmworker programs at various locations in, more than 10 counties.

The following is a summary of the major components of the Farmworker Training/Emergency Services Program. **Training** - During the reporting period, a total of 43 participants received training or training-related services. Nine students were placed into employment and 23 completed training with a total of 19 carried over to the new program year commencing July 1, 2011. **Emergency Assistance** - The emergency assistance program provided services to farmworkers around the State. In the Northern Region, the emergency assistance program was used to leverage Florida



From l-r: Al Miller and COUNCIL MEMBERS: Evelyn Seabrook, Constance Anderson, Sylvia Bodison, Donald Tillman, Grace Miller, Marva Hawkins, and Dorothy Curry.

Nonprofit Housing funds for the provision of home energy and/or rental assistance to 45 farmworker families, directly affecting 185 family members. Services included 63 units of home energy assistance and 9 units of utility assistance.

The Northern Region Advisory Council and the Phi Beta Sigma Fraternity also co-sponsored Thanksgiving Baskets for approximately ninety (90) low income families in the community. The Northern Region Advisory Council members collectively donated a total of 2,691 volunteer hours with adults, youth and elderly during the year.

The Council held its 43rd Annual Meeting and Luncheon on Saturday, November 12, 2011 at the Hal Marston Community Center in Orlando, FL. This year's theme was: "Real Fathers, Real Men". Donald Tillman was Master of Ceremony. Mr. Haki Nkrumah, Founder/President, Young Fathers of Central Florida, was Guest Speaker. The highlights of the presentation were improving parenting skills of young fathers and increasing community awareness regarding the importance of fatherhood and the social problems of fatherless families.

The 2011-2012 election process for the Northern Region Advisory Council was facilitated by Al Miller, Deputy Director of the ALPI Community Services and Economic Development Division, and Cheryl Burnham, Staff Liaison for the Council. The officers are as follows: Donald Tillman, Chairperson; Yvonne Grey, Vice-Chairperson; Constance Anderson, Secretary; Marva Hawkins, Treasurer; Sylvia Bodison and Evelyn Seabrook, Special Events Co-Coordinators; Charles Harris, Parliamentarian; and Marva Hawkins, Board Representative.



**WE'RE STILL
Standing
STRONG**

The Central Region Advisory Council met bi-monthly with a full quorum from October 2, 2010 through September 30, 2011. The major focus this year was the Arabell Wiggins Scholarship. High school seniors were made aware of the scholarship eligibility and selection criteria by guidance counselors. The Council contributed \$500.00 to the Arabell Wiggins Scholarship Fund. Christine Samuel recommended the Scholarship Fund as a Council project to recognize the contributions made by Ms. Arabell Wiggins to the ALPI. The Scholarship was awarded by Deloris Johnson, Chief Executive Officer, in Ms. Wiggins' honor to Shakondra Brown. Ms. Brown was employed at the ALPI Summer Youth Program in 2011.

The Central Region is looking forward to growing its award from \$500 to \$1,000.00 for the 2012 scholarship year. It is also

CENTRAL Region Advisory Council

expected that youth employed by the Community Services and Economic Development Division's Summer Youth Program will serve as the

applicant pool for the scholarship. Applications will be given to each youth at the beginning of their summer employment. Eligibility criteria is a completed scholarship application, an application letter, three letters of reference, an official high school transcript, and a personal essay of 300 words or less.

The Annual Meeting was held October 1, 2011 at the Northeast Complex in Winter Haven, FL. The theme was "We're Still Standing Strong." The Mistress of Ceremony was Louvenia Crumrity and John Lester Doles was the Speaker. Mr. Doles delivered a very moving message on the subject of change. The Council recommended the Sportsman Club of Winter Haven as the recipient of the Community Service award for 2011-12. The Council is very pleased to have recommended this group because of their extensive and diverse community involvement. Deloris Johnson led the Council in their oath of office and pledged to do their best to carry out ALPI's mission and operate under its By-Laws and Policies. The officers for 2012 are as follows: Johnnie McNair, Chairperson; Christine Samuel, Vice Chairperson; Josephine Howard, Secretary; John Doles, Treasurer, and Clarence Grier, Parliamentarian. Glenda Jones was elected as the Board Representative.



ALPI'S 1ST ANNUAL **Community Resource Fair** at the Frostproof Child Development Center

This year the Agricultural and Labor Program, Inc. hosted its first annual Community Resource Fair in Frostproof. This event was facilitated and organized by lead personnel Donita Brunson, Family and Community Partnerships Manager, and a team of management staff from the Polk County Head Start/Early Head Start program. The goals of the event were to partner with other entities for more efficient service delivery and to provide our families in the local area with valuable resources and information for services in the community. This event was hosted at the Lake View Park Center on October 1, 2011.

Representatives from our community partnerships were invited to the event and were able to display and educate participants on the many services available to low-income families. Some of the representatives invited to participate were: Central Florida Health Care, Florida Diagnostic and Learning Resources System (FLDRS), WIC, Health Department (Lake Wales), Early Steps Bay Area USF/IYC, Frostproof Care Center, Winter Haven Hospital, Inc. - Behavioral Health Division, Nursing Services for Head Start/Early Head Start, and The Learning Resource Center, Inc.

Overall we had more than 30 participants from the community and the event was a success. We are looking forward to continuing this event on a yearly basis.

Fire Prevention and Safety Week

at Frostproof Child Development Center

In October the Frostproof Child Development Center celebrated Fire Prevention and Safety Week for the Head Start/Early Head Start children. The children completed a variety of activities to help them become familiar with fire prevention and safety. They learned what to do in case of a fire in their home, how to dial 911, conducted fire drills, and were introduced to new vocabulary words related to fire safety. The preschoolers learned finger plays and songs about fire trucks, constructed their own fire station, and made firefighter hats out of bright red construction paper. The Frostproof Fire Department conducted a clinic/training for parents, children, and staff on October 14th, 2011. The children and participants practiced "stop, drop and roll" and discussed some of the many responsibilities of firefighters. The children had an opportunity to see a real fire truck and explore the tools that are used by the firefighters. They particularly enjoyed checking out the equipment and lights on the truck and of course, hearing the loud siren and horn on the fire engine. But, the most



popular activity was assisting the firefighters with using the water hose. It was a great time for all and the children learned some valuable techniques that will help them stay safe.

POLK COUNTY HEAD START DELEGATE POLICY COMMITTEE



The Agricultural and Labor Program, Inc. Polk County Head Start program functions as a delegate agency for the Polk County School Board. ALPI's Polk County Head Start Policy Committee's major purpose has been to implement the Polk County Head Start program performance standards (Program Governance). The Polk County Head Start Policy Committee this year was very successful in performing its functions. The Policy Committee created an effective link to our Parent Committee, Board of Directors, public and private organizations, and the community.

The Committee was busy this past year and managed to get quite a number of projects completed. Three members from the Committee attended and participated in ALPI's Board of Directors and Policy Council Retreat. Two members attended the Agency's Annual Corporate Meeting and Luncheon. In February the Policy Committee

members participated in the 2010-2011 Program Annual Self-Assessment and three Committee members attended and participated in the Board of Directors and Policy Council Orientation and training for new Board members. The Policy Committee has conducted business reviewing and approving documents for the 2010-2011 year, including Management Work Plans, Operational Policies and Procedures, Internal Dispute Resolution/Community Complaint Procedures, Fiscal Management/Personnel Policies and Procedures, Self-Assessment Report and Corrective Action Plan, etc.

Ten parents from the Head Start program participated in the Annual Program Governance Orientation/Training. This meeting was coordinated and facilitated by Bertram Smith, Program Operations Director of Polk County. Participants were selected from parents with children in the Head Start program.

Officers elected: Latisha Sparks, Chairperson; Dorothy Plain, Vice-Chairperson; Lucinda Garcia, Secretary; and Teresita Martinez, Treasurer. Community Representatives elected: Bernice Lopez, former parent and Frostproof Community Council representative; Terrysue Wellington, ALPI Board of Directors; Kerry Richardson, LPN; and Noemi Cruz.

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



MARK YOUR CALENDAR!

January 28, 2012

The Agricultural and Labor Program, Inc. will be having its 44th Annual Corporate Meeting and Luncheon at the Rosen Centre Hotel in Orlando, Florida on Saturday, January 28, 2012.

More information will be posted on ALPI's website as it becomes available.

See you there!

The ALPI Newsletter is Published by The Agricultural and Labor Program, Inc. The ALPI Newsletter is a quarterly publication designed to inspire and inform all employees, volunteers, parents, partners, and supporters of ALPI who have helped us through the years to grow the organization into what it has become today. We welcome your suggestions, comments, and ideas. Have a question about a feature? Heard an interesting story? Share it with us by phone, mail, or fax (refer to Contact Information).
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