



# 2012 Annual Report

*Realistic Strategies to  
Empower People and  
Change Lives*





# *Celebrating 44 Years of Service*

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.

Our focus is to provide a mechanism towards achieving and maintaining family stability and economic self-sufficiency. Through our vast resources, we will address the areas of jobs and income, housing, education, social services, health, training, and community relations.

We will continue to serve as a source of information and hope in the community, as a clearing-house for community needs and in the provision of a coordinated (mechanism) approach to the delivery of human services.



## **The Promise of Community Action**

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







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## *Message from the ALPI Board Chairperson*

On behalf of the Board of Directors I am honored to present the Agricultural and Labor Program, Inc.'s Annual Report to the Local, State, and Federal establishments. The past year has brought about many challenges and changes, both of which we have embraced and attacked with vigor and professionalism. The positive outcomes and accomplishments in this report are proof positive that ALPI has been able to maintain the highest level of services, all while doing more with less.



With the re-election of President Barack Obama I am optimistic that even with his plan to reduce the deficit (using a balanced approach), the social safety net disruption will be minimal and manageable. It is understood that we will face new challenges during this period of slow growth as the country makes fiscal corrections and recalculations to our current trajectory. The standards set for the ALPI program years ago still reign and the agency's ability to adapt when required gives me great confidence in our Chief Executive Officer, Deloris Johnson. Ms. Johnson's leadership has steered the organization through past periods of adversity and uncertainty, always bringing us through on top. I sincerely wish to thank Ms. Johnson for her continued commitment and dedication to doing "whatever it takes" to allow this powerful agency to continue being the number one service corporation in the State of Florida.

In closing, I would like to say thank you to all of the community leaders, friends, corporate members, partners and staff for your support and dedication to this program, without all of you there would not be any of us. Finally, I say to the great collection of professional, powerful women and men who make up the ALPI Board of Directors, "thank you". I am grateful to all of you for the outstanding job that only you can do. You are truly better than the best.

Sincerely,

*William Holt*

William Holt  
ALPI Board Chairperson



# *Message from the ALPI Chief Executive Officer*



**T**his past year was filled with many challenges, opportunities, and ultimately positive outcomes. Our theme for this year, *"Realistic Strategies to Empower People and Change Lives,"* reflects ALPI's resolve to be steadfast in our efforts to do "whatever it takes" to meet all challenges and use opportunities to provide services to those most in need.

ALPI's 2010-2011 agency wide budget of \$21,694,254 was earmarked to maintain children and youth education and enrichment activities, and to meet the needs of families facing social and economic challenges due to job lay-offs, unemployment, mortgage foreclosure, increased utility costs, etc. Programs and services offered realized very positive outcomes that included the following:

- CSBG/ARRA enrolled 418 individuals into family self-sufficiency programs and regular CSBG enrolled another 573. A total of 70 youth were provided with summer job opportunities.
- ARRA Early Head Start Expansion Project in St. Lucie and Polk Counties expanded slots to provide services to an additional 100 infants, toddlers, and pregnant women. A total of 959 children and their families received Head Start/Early Head Start service.
- Voluntary Pre-Kindergarten services were expanded in St. Lucie and Polk Counties to serve more than 430 children.
- A total of 374,460 meals were provided to pre-school and school age children via the Child Care Food and Nutrition Program.
- LIHEAP services were expanded in partnership with 19 non-profit organizations to provide assistance to a total of 15,605 clients (i.e. Collier, Glades, Hardee, Hendry, Highlands, Martin, Polk & St. Lucie Counties).
- Mitigation services were provided to 18 clients in various stages of foreclosure often resulting in modifications to their mortgages. An additional 75 clients were provided HUD Housing Counseling services.
- Full-time employment opportunities were maintained for 234 employees in Highlands, Polk, St. Lucie, and Volusia Counties.

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

Sincerely,

A handwritten signature in black ink that reads "Deloris Johnson". The signature is fluid and cursive.

Deloris Johnson  
ALPI Chief Executive Officer



# Greetings



**RICK SCOTT**  
GOVERNOR

January 28, 2012

Dear Friends:

It is a pleasure to welcome you to the Agricultural and Labor Program, Inc.'s 44<sup>th</sup> Annual Corporate Meeting and Luncheon, at the Rosen Centre Hotel in Orlando, Florida.

The mission of the Agricultural and Labor Program, Inc. (ALPI) is to propose, implement, and advocate developmental and human service delivery programs for the socially and economically disadvantaged, children and families, and farm workers. ALPI focuses on providing a mechanism toward achieving and maintaining family stability and economic self-sufficiency by addressing the areas of: jobs and income, housing, education, social services, health, training, and community relations. The theme for this event, *Accepting the Challenge of Economic Change: Helping People... Changing Lives* reflects your dedication to continue ALPI's mission into 2012.

Thank you for your service to the community and best wishes for continued success.

Sincerely,

Rick Scott  
Governor

Agricultural and Labor Program, Inc.

THE CAPITOL  
TALLAHASSEE, FLORIDA 32399 • (850) 488-2272 • FAX (850)



**United States Senate**  
WASHINGTON, DC 20510-0905

BILL NELSON  
FLORIDA

January 28, 2012

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

Dear Friends:

It is with great pleasure that I congratulate you today as you celebrate ALPI's 44th year of achievements and honor those in your organization who provide so many 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. Thank you for all that you do for our community and the great state of Florida.

Sincerely,




# Greetings

**ALCEE L. HASTINGS**  
23rd Congressional District  
FLORIDA

**RULES COMMITTEE**  
SUBCOMMITTEE ON LEGISLATIVE  
AND BUDGET PROCESS  
RANKING MEMBER

**UNITED STATES**  
HELSINKI COMMISSION  
RANKING DEMOCRATIC MEMBER

**FLORIDA DELEGATION**  
DEMOCRATIC CHAIRMAN  
SENIOR DEMOCRATIC WHIP



**Congress of the United States**  
**House of Representatives**  
**Washington, DC 20515-0923**  
January 28, 2012

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
- ☐ DELRAY BEACH CITY HALL  
100 NW 1st AVENUE  
DELRAY BEACH, FL 33444  
TELEPHONE: (561) 243-7042  
FAX: (561) 243-7327

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

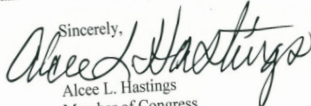
Ms. Deloris Johnson  
Chief Executive Officer  
Agricultural and Labor Program, Inc.  
300 Lynchburg Road  
Lake Alfred, FL 33850

Dear Ms. Johnson:


I am pleased to welcome everyone attending the 44<sup>th</sup> Annual Corporate Meeting and Luncheon of the Agricultural and Labor Program, Inc. This fine organization has been of great benefit to the people of Florida. I know how grateful everyone you have helped is for your assistance, and I share their gratitude. Thanks to your compassion, concern and determination, many vital social service programs have received the funding they needed.

Poor and disadvantaged citizens around Florida have survived and thrived because you and everyone at ALPI cared. You are all excellent role models, the kind of people to whom everyone can point with respect and admiration. Congratulations on another successful year and thank you for all you do to make our world a better place. I'm proud of you!

With warmest regards, I remain

Sincerely,  
  
Alcee L. Hastings  
Member of Congress

ALH: dl

  
**City of**  
**LAKELAND**  
GOW B. FIELDS, Mayor

December 12, 2011

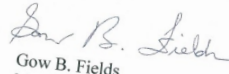
Deloris Johnson, Chief Executive Officer  
The Agricultural and Labor Program, Inc.  
P.O. Box 3126  
Winter Haven, Florida 33885

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 for the 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 to assist you in your efforts.

Congratulations to you on the many achievements of ALPI and best wishes for a successful 2012 Annual Meeting!

Sincerely,  
  
Gow B. Fields  
Mayor

GBF/cnc

228 S. Massachusetts Avenue ♦ Lakeland, Florida 33801-5012  
Phone 863/834-6000 ♦ [www.lakelandgov.net](http://www.lakelandgov.net)







# 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**, ALPI's purpose is to help people maintain family strength and economic stability; and

**Whereas**, Between July 2010 and June 2011, ALPI provided 219 units of service and spent \$72,266.00 in Lake Alfred alone; and

**Whereas**, ALPI strives to meet the needs of families facing social and economic challenges due to job lay-offs, mortgage foreclosures and increased utility costs; and

**Whereas**, ALPI serves as a source of hope and information in the community; and

**Whereas**, the month of January, 2012 will commemorate 44 years of providing a constant flow of community support services to help socially and economically disadvantaged children and families.

**Now, Therefore**, I Nancy Z. Daley, Mayor of the City of Lake Alfred, do hereby proclaim January 28, 2012 as

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

in the City of Lake Alfred, Florida 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 hereunder set my hand this 5<sup>th</sup> day of December, 2011.

*Nancy Z. Daley*

Nancy Z. Daley, Mayor  
City of Lake Alfred, Florida

## Proclamation City of Davenport, Florida

**WHEREAS**, The Agricultural and Labor Program, Inc., (ALPI) will host the 44th Annual Corporate Meeting and Luncheon on Saturday, January 28, 2012 in Orlando, Florida with a theme of "Accepting the Challenge of Economic Change: Helping People. Changing Lives"; and

**WHEREAS**, ALPI's uses its resources to maintain children education and enrichment activities and to meet the needs of families facing social and economic challenges. Programs and services offered realize very positive outcomes; and

**WHEREAS**, CSBG/ARRA enrolled 418 individuals into a family self-sufficiency program and the regular CSBG enrolled another 573. Seventy youths were provided with summer job opportunities; and

**WHEREAS**, ARRA Early Head Start Expansion Project in St. Lucie and Polk Counties expanded slots. Voluntary Pre-Kindergarten services were expanded in St. Lucie and Polk Counties to serve more than 430 children and a total of 374,460 meals were provided to pre-school and school age children via the Child Care Food and Nutrition Program; and

**WHEREAS**, LIHEAP services were expanded in partnership with 19 non-profit organizations to provide assistance to a total of 15,605 clients. Mitigation services were provided to 18 clients in various stages of foreclosure often resulting in modifications to their mortgages. An additional 75 clients were provided HUD Housing Counseling services; and

**WHEREAS**, Full-time employment opportunities were maintained to 234 employees in Highlands, Polk, St. Lucie, and Volusia Counties.

**NOW, THEREFORE**, The City Commission of the City of Davenport, Florida does hereby proclaim January 28, 2012 as

### Agricultural and Labor Program, Inc Day

in the City of Davenport, and welcomes the attendees of the 44th Annual Corporate Meeting.

**PASSED AND DULY ADOPTED** in regular session this December 12<sup>th</sup>, 2011.

CITY OF DAVENPORT, FLORIDA

*Peter Rust*  
Peter Rust, Mayor

ATTEST:

*Raquel Castillo*  
Raquel Castillo, City Clerk

APPROVED AS TO FORM AND CONTENT:

*Kirk S. Warren*  
Kirk S. Warren, City Attorney





# Greetings

## PROCLAMATION

City of Auburndale  
State of Florida

### IN HONOR OF THE 44<sup>th</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 utilizes various funding sources to maintain utility costs, etc.; 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, Child Care programs, Farm worker Training and Emergency Services, Child Care, Before and After School Care; and

WHEREAS, 2012 will commemorate 44 (forty-four) years of providing a community support services to provide a mechanism toward helping socially disadvantaged children and families achieve and maintain family stability and sufficiency.

NOW, THEREFORE, I, Keith A. Cowie, by virtue of the authority vested hereby proclaim January 28, 2012 as:

### THE AGRICULTURAL AND LABOR PROGRAM, INC. 44<sup>th</sup> ANN

in Auburndale, Florida in recognition and appreciation of the services provided

IN WITNESS WHEREOF,  
I set my hand and caused the  
Seal of the City of Auburndale to be affixed  
this 21<sup>st</sup> day of November, A.D., 2011.



*Keith A. Cowie*  
Keith A. Cowie, Mayor



Excellence in Education

The School Board of St. Lucie County  
4204 Okeechobee Road  
Fort Pierce, Florida 34947 • (772) 429-3600

**Board Members**  
Kathryn Hensley, Chairman  
Carol A. Hilson, Vice Chairman  
Debbie Hawley  
Troy Ingersoll  
Dr. Donna Miller  
**Superintendent**  
Michael J. Lannon

November 21, 2011

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

Dear Ms. Johnson:

Greetings! from the School Board of St. Lucie County and congratulations as you celebrate the Agricultural and Labor Program's 44<sup>th</sup> anniversary. Your continued effort to serve socially and economically disadvantaged children and families has come a long way since the first client intake center was established here in St. Lucie County in 1968.

We, as a Community of Hope, support your mission to provide resources, information and hope in the area of education, health, jobs, housing, and community relations, and wish you continued success.

Sincerely,

*Kathryn Hensley*  
Kathryn Hensley  
Chairman



ACCREDITED SYSTEM-WIDE BY THE SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS  
The School Board of St. Lucie County is an Equal Opportunity Agency



# Greetings



## SCHOOL BOARD OF POLK COUNTY

1915 SOUTH FLORAL AVENUE  
BARTOW, FLORIDA 33830  
P.O. BOX 391  
BARTOW, FLORIDA 33831  
(863) 534-0521 • FAX (863) 519-8251

November 30, 2011

### Board Members

BOARD CHAIR  
HAZEL SELLERS  
DISTRICT 3

FRANK J. O'REILLY  
DISTRICT 1

LORI CUNNINGHAM  
DISTRICT 2

DICK MULLENAX  
DISTRICT 4

KAY FIELDS  
DISTRICT 5

DEBRA S. WRIGHT  
DISTRICT 6

TIM HARRIS  
DISTRICT 7

C. WESLEY BRIDGES, II  
General Counsel

Administration  
SHERRIE B. NICKELL, Ed.D.  
Superintendent

Deloris Johnson, Chief Executive Office  
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 44th Annual Corporate Meeting and Luncheon. I would like to share my warmest greetings with all of you and to wish you a very 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 65% 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. Your presence in our community is essential. The district has benefited from our relationship for generations, and it is my hope that relationships can remain strong and vibrant in the years to come.

Sincerely,

*Sherrie B. Nickell*

Sherrie B. Nickell, Ed.D.  
Superintendent

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

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



## SCHOOL BOARD OF POLK COUNTY

1915 SOUTH FLORAL AVENUE  
BARTOW, FLORIDA 33830  
P.O. BOX 391  
BARTOW, FLORIDA 33831  
(863) 534-0500

December 7, 2011

### Board Members

BOARD CHAIR  
HAZEL SELLERS  
DISTRICT 3

FRANK J. O'REILLY  
DISTRICT 1

LORI CUNNINGHAM  
DISTRICT 2

DICK MULLENAX  
DISTRICT 4

KAY FIELDS  
DISTRICT 5

DEBRA S. WRIGHT  
DISTRICT 6

TIM HARRIS  
DISTRICT 7

C. WESLEY BRIDGES, II  
General Counsel

Administration  
SHERRIE B. NICKELL, Ed.D.  
Superintendent

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

Dear Ms. Johnson:

On behalf of the Polk County School Board, please accept my best wishes to you as The Agricultural and Labor Program celebrates its 44th year serving migrant farm workers and low income citizens and families.

I reviewed the information you provided with your letter, and I am very impressed with the number of diverse programs and services that your organization offers and the extraordinarily high number of socially and economically disadvantaged children and families you have helped over the past year. You should be very proud of these accomplishments as well as your accomplishments since ALPI was established in 1968.

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

With warm regards,

*Hazel Sellers*  
Hazel Sellers  
Board Chair  
Polk County School Board

HS/pm

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

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



# Greetings



**HENDRY COUNTY**  
Board of County Commissioners  
P.O. Box 2340  
LaBelle, Florida 33975-2340

Judi Kennington-Korf  
County  
Administrator

Mark F. Lapp  
County  
Attorney

Barbara Butler  
Clerk

January 18, 2012  
2012-024

Ms. Deloris Johnson  
Chief Executive Officer  
Agricultural and Labor Program, Inc.  
300 Lynchburg Road  
Lake Alfred, Florida 33850-3491

Dear Ms. Johnson:

On behalf of the Hendry County Board of County Commissioners, please accept this letter of support for the invaluable services provided by the Agricultural and Labor Program. ALPI's administration of community service programs to the citizens within our community provides a mechanism toward helping socially and economically disadvantaged children and families achieve and maintain family stability and economic self-sufficiency.

Thank you for the resources you bring to Hendry County for the benefit of our families and we appreciate the opportunity you provide to those in need.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tristan Chapman".

Tristan Chapman, Chairman  
Board of County Commissioners

TC/jmc

L:\Agencies\BoccoJudith\CALetter2012.doc

Janet B. Taylor  
District 1

Darrell Harris  
District 2

Tristan Chapman  
District 3

Al Perry  
District 4

## Proclamation



**WHEREAS**, the City of Haines City is pleased to join the Agricultural and Labor Program, Inc. (ALPI) in their "44<sup>th</sup> Annual Corporate Meeting and Luncheon" to be held on January 28, 2012; and

**WHEREAS**, CSBG/ARRA enrolled 418 individuals into family self-sufficiency program and the regular CSBG enrolled another 573. A total of 70 youth were provided with summer job opportunities; and

**WHEREAS**, Voluntary Pre-Kindergarten (VPK) services were expanded in St. Lucie and Polk Counties to serve more than 430 children; and

**WHEREAS**, Child Care Food and Nutrition services were provided to 374,460 pre-school and school-age children; and

**WHEREAS**, Mitigation services were provided to 18 clients in various stages of foreclosure often resulting in modifications to their mortgages. An additional 75 clients were provided Housing and Urban Development (HUD) Housing Counseling services; and

**WHEREAS**, Full-time employment opportunities were maintained to 234 individuals in Highlands, Polk, St. Lucie, and Volusia Counties.

**NOW THEREFORE**, I, H.L. "Roy" Tyler, as Mayor of the City of Haines City, do hereby proclaim January 28, 2012, as

**"Agricultural and Labor Program Day"**

and in support of ALPI's goals, urge our citizens to join in on wishing them a successful event, being held at the Rosen Centre Hotel in Orlando, Florida, on that date.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused the seal of the City of Haines City to be affixed this 22<sup>nd</sup> day of December, 2011.



CITY OF HAINES CITY, FLORIDA

A handwritten signature in blue ink, appearing to read "H.L. 'Roy' Tyler".  
H.L. "Roy" Tyler, Mayor



# *Special Thanks*

## **2011 Board of Directors**



*William Holt*  
Chairperson



*David Walker*  
Vice Chairperson



*Josephine Howard*  
Secretary



*Christine Samuel*  
Treasurer



*Mark Thomas*  
Parliamentarian



*Melony Bell*



*Katie Clarke*



*Dorothy Curry*



*Nancy Daley*



*Earnestine Davis*



*Patricia Gamble*



*Marjorie Gaskin*



*Marva Hawkins*



*Chester McNorton*



*Vernon McQueen*



*Lester Roberts*



*Terry Wellington*



*Tiffany Wilder*



*Grace Miller*  
Board Emeritus



*Arabell Wiggins*  
Board Emeritus  
Deceased: January 21, 2012

Sector information for all Board members is available at: [www.alpi.org](http://www.alpi.org)



# *Annual Meeting Highlights*



**T**he 2012 Annual Corporate Meeting and Luncheon was held on Saturday, January 28 at the Rosen Centre Hotel in Orlando, Florida. This year's meeting celebrated 44 years of service to socially and economically disadvantaged children and families throughout the State of Florida. Almost 400 Corporate partners, Board members, and guests attended the ALPI's largest annual event. The theme for this year's event was: "Realistic Strategies to Empower People and Change Lives."

Mistress of Ceremony for the luncheon this year was Queen Townsend, Assistant Superintendent of St. Lucie County (retired). Presentation of Colors was performed by the American Legion Post #201 of Winter Haven, FL. Greetings were extended to all those gathered by Nancy Z. Daley of Lake Alfred, FL (Mayor of the City of Lake Alfred and ALPI Board Member) and Samuel B. Ings of Orlando, FL (Commissioner for the City of Orlando). Words of Inspiration were delivered by Mark Thomas of Lakeland, FL (ALPI Board Member) followed immediately by the message from the ALPI Board Chairperson, William Holt of Vero Beach, FL. Terry Wellington of Avon Park, FL (ALPI Board Member) introduced the Keynote Speaker, Richard D. Davison, Esq. of Tallahassee, FL.

Attorney Davison's message centered around the concept of self-empowerment. He described a childhood that although took place in public housing, was filled with an optimistic hope for the future. Rick gave statistical information regarding many of the problems (political, social and economic) that are currently affecting African-Americans and Hispanics in the United States. Vulnerable groups have struggled disproportionately more amid the weak labor market of the past few years. The African-American unemployment rate in December 2011 stayed well above average with a high 15.8 percent, and the Hispanic unemployment rate stayed high with 11 percent. The prolonged economic slump, following an exceptionally weak labor market before the crisis, has taken a massive toll on the most vulnerable populations. Rick stressed that given enough persistence, hard work, and dedication, people can rise above their circumstances and have real hope for a better future. His own success was not an anomaly, but rather a reality that can be attained by anyone through focused hard work and perseverance. Rick closed by encouraging ALPI staff to continue making a difference in people's lives through the work everyone performs daily to meet the needs of the communities ALPI so proudly serves.



Following the Speaker, Awards and Recognitions were bestowed by William Holt, Deloris Johnson, and Marva Hawkins of Sanford, FL (ALPI Board Member). William A. Sweat, Esq., Sweat & Reed, PA (Lakeland, FL), performed the Board Installations and Closing Remarks were given by William Holt.



# *Annual Meeting Highlights*

## **2012 AWARDS and RECOGNITIONS**

### **CEO Recognition Award**

DELORIS JOHNSON

### **Board of Directors Chairperson Award**

WILLIAM HOLT

### **Board Chairperson's Award**

CHERYL BURNHAM

### **Robert J. Bryant, Jr. Award**

PATRICIA GAMBLE

DAVID WALKER, ESQ.

### **Housing Board Chairperson's Award**

PHILIP HOWARD

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

EVERETT ROLAND, JR.

### **Head Start Policy Committee Award**

LATISHA SPARKS

### **Community Services Award**

BRITT HENDERSON

MELTON CLARKE

LARRY LEE, JR.

SPORTSMAN'S CLUB

### **Corporate Support Award**

MICHAEL J. LANNON

(Superintendent of St. Lucie County Schools)

### **Thank You Award**

QUEEN TOWNSEND

RICHARD D. DAVISON

### **Certificate of Appreciation**

AMERICAN LEGION POST #201 - Winter Haven, FL



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## BOARD GOVERNANCE and COMMUNITY INVOLVEMENT

### BOARD GOVERNANCE

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. 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. Summary of Board Governance activities for the period beginning January 2011 through December 2011 included the following accomplishments:

### BOARD MEMBERSHIP & REPRESENTATION

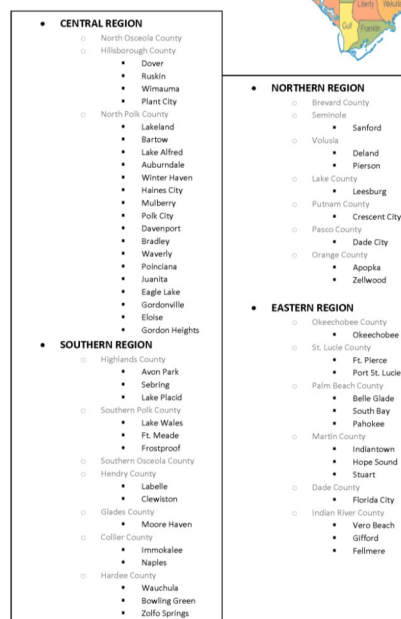
During this reporting period, the Department of Community Affairs conducted a monitoring visit to determine ALPI's compliance with the CSBG ACT and other related regulatory requirements. As a result, it was determined that the ALPI's bylaws did not define "neighborhood." It was not possible to determine if the low-income sector representatives meet the residency requirement of the CSBG ACT if there is no clearly defined geographic area or "neighborhood". To resolve this concern, the ALPI Board adopted criteria to ensure that low-income board representatives are selected in accordance with the CSBG ACT section 676B, Tripartite Boards, (a) Private Nonprofit Entities. The ALPI bylaws were also amended to establish clear guidance on the solicitation and election of low-income Board members, including a clear definition of what constitutes a "neighborhood" in the Regional Advisory structure. A Regional Geographic Target Area Map was developed and adopted by the Board and distributed to each board member and each Regional Advisory Council member.

Other Board activities included ongoing reviews and recommendations through the Board Committee Structure. Action items presented to the Board for approval included the following:

- 2011 – 2012 Operating Budget
- Revision of the Agency's Fiscal Management Procurement Policies and Procedures to include Sub-Recipient Agreement Procedures to ensure ongoing compliance with CSBG applicable governance regulations
- 2011 Audit Report which noted no findings and a "low risk" auditee designation
- 2012 Audit Engagement RFP Time Lines
- Ratification of IRS 5500 Retirement Plan Audit and the 2011 Audit Engagement Agreement
- Up to a 3% salary increase for all eligible employees
- 2012 Salary Schedule revisions
- Employment Health Benefits Plan Renewal Proposal for 2011-2012
- SunTrust Investment Plan
- E-Rate Application renewal for 2011-2012
- Quarterly Financial Reports
- Marketing and Resource Development 2010-2011 Action Plan



REGIONAL GEOGRAPHIC TARGET AREAS





# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## BOARD GOVERNANCE and COMMUNITY INVOLVEMENT

- Submission of an application to become the CSBG provider for Hendry County
- Submission of Budget Modification to become permanent LIHEAP provider for Highlands County
- Y-T-D Grant Reports (Performance and Reimbursement)
- 2011-2012 Proposed grant applications
- Head Start/Early Head Start Self-Assessment Results and QIP
- Head Start/Early Head Start 2011-2012 criteria for recruitment, selection and enrollment priorities
- Community target areas to be served by ALPI Head Start/Early Head Start in 2011-2012
- Certification of Advisory Councils Election Procedures/Results
- Certification of Head Start/Early Head Start Policy Council Election Procedures/Results
- 2010-2011 Program Performance Reports
- 2011-2012 Head Start Review Readiness Plan
- Program external monitoring reports for 2010-2011
- 2012 Annual Meeting Agenda and Participation procedures
- 2012 Annual Awards selection criteria
- 2012 Special Events calendar
- Robert Bryant, Jr. Award selection criteria
- Family Fun Day Picnic
- Tripartite Board Membership amendments
- Meeting attendance amendments
- Board membership Recruitment Plan revisions

## BOARD TRAINING & PROFESSIONAL DEVELOPMENT

- Board Annual Management Planning Retreat
- FACA Poverty Symposium
- FACA Annual Training Conference
- SEACAA Annual Training Conference
- NCAP Annual Training Conference
- Region IV Head Start Association Annual Training Conference
- NCAF Energy Conference
- Florida Head Start Association Training Conference
- CAPLAW Training Conference

*Thank you 2011  
Board of Directors  
for another job well done!*

## 2011 BOARD STANDING COMMITTEES

### EXECUTIVE

William Holt, Chairperson  
David Walker, Vice Chairperson  
Josephine Howard, Secretary  
Christine Samuel, Treasurer  
Mark Thomas, Parliamentarian  
Marva Hawkins  
Katie Clark

### PROGRAM PLANNING

Vernon McQueen, Chairperson  
Josephine Howard  
Christine Samuel  
Mark Thomas  
Earnestine Davis

### SPECIAL EVENTS

Marva Hawkins, Chairperson  
Marjorie Gaskin, Vice Chairperson  
Patricia Gamble  
Grace Miller

### GOVERNMENT AFFAIRS

Josephine Howard, Chairperson  
Nancy Daley, Vice Chairperson  
Dorothy Curry  
Constance Griffin

### BYLAWS

Mark Thomas, Chairperson  
Chester McNorton  
Katie Clark

### MEMBERSHIP

Patricia Gamble, Chairperson  
Terry Wellington, Vice Chairperson  
Dorothy Curry  
Arabell Wiggins

## 2011 BOARD AD HOC COMMITTEES

### SUCCESSION PLANNING

Josephine Howard, Chairperson  
Patricia Gamble  
Christine Samuel

### FUNDRAISING/RESOURCE DEVELOPMENT

Nancy Daley, Marva Hawkins, David Walker,  
Patricia Gamble, Vernon McQueen,  
Christine Samuel, Marjorie Gaskin



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## BOARD GOVERNANCE and COMMUNITY INVOLVEMENT



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-Coordinator; Charles Harris, Parliamentarian; and Marva Hawkins, Board Representative.



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

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 Crumminy 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.



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## BOARD GOVERNANCE and COMMUNITY INVOLVEMENT

### EASTERN Region Advisory Council



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

### Beyond Success... We Become the Best

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.

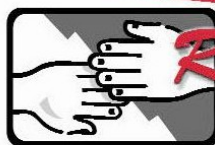


The Council's Annual Meeting was held in November. Bobby Byrd, Annual Meeting Chairperson and Master of Ceremony for the Eastern Region Advisory Council Annual Meeting Luncheon Program, called the meeting to order. Katherine Sims welcomed everyone and Joyce Crankfield shared the occasion and ensured 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.



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE



## BOARD GOVERNANCE and COMMUNITY INVOLVEMENT

### HEAD START/EARLY HEAD START POLICY COUNCIL

1. Policy Council Governance Institute/Orientation was held on October 4-6, 2010. The Management Staff facilitated the orientation. Approximately 15 parents participated. Orientation objectives included:
  - To introduce participants to the concept of governance and the requirements for shared governance of Head Start/Early Head Start.
  - To share with participants information that creates a foundation for understanding shared governance and the relationship between the Board of Directors and the Policy Council.
  - To review with participants the roles and responsibilities of the Board of Directors and Policy Council and ALPI's approach to Shared Governance.

**Orientation topics included:**

  - Agency Status as a Community Action Non-Profit organization, and the requirements as to the composition of the Board of Directors to comply with the Head Start Act.
  - Board roles and responsibilities i.e., Appointment of Executive Director; Determination of major personnel, fiscal and program policies; Determination of overall program plans, goals, and priorities; Mobilization of resources; Final approval of all program proposals and budgets; Enforcement of compliance with all grant conditions; Continuous evaluation of how well the organization is serving its purpose and meeting its stated goals, etc.
  - Policy Council roles and responsibilities i.e., composition, structure, approvals/disapprovals, advocacy, link to the parents and community, conflict of interest, Bylaws, etc.
  - Parent Committee roles and responsibilities
  - Revised Head Start Act and Head Start Performance Standards – Program Governance
  - Office of Head Start Monitoring Protocol
  - Members Code of Ethics
  - Major Timelines
  - Agency Strategic Planning 2007-2012
2. The first organizational Policy Council Meeting of the year was held on Wednesday, October 6, 2010 at the Administrative Office in Ft. Pierce, FL. The first order of business was the approval of Community Representatives: Sandy Akre, Director of FDLRS; Attorney Donald Watson; Michelle Akins, State Child Abuse/Quality Assurance Coordinator; Andrea Arteaga, former parent. The elected officers were:
  - Everett Roland Jr. – Chairperson
  - Crystal Clark – Vice Chairperson
  - Tierra Taylor – Secretary
  - Melissa Murphy – Treasurer
  - Beverly Richardson – Policy Council Representative to the Board
3. Eight (8) Policy Council Members participated at the Board and Policy Council Retreat held on November 19-21, 2010 in Orlando, Florida.
4. As of December 2010, the Policy Council has conducted business decisions/approval of documents such as: Internal Dispute Resolution and Community Compliance Policies, Agency Fiscal Management and Personnel Policies and Procedures, 2011-2012 Selection Criteria Scale for Head Start/Early Head Start, Program Financial Reports, USDA Reports, and Human Resources related matters, etc.



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## BOARD GOVERNANCE and COMMUNITY INVOLVEMENT

### HEAD START POLICY COMMITTEE

#### 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.





# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE


## BOARD GOVERNANCE and COMMUNITY INVOLVEMENT

### ATEC ADVISORY COUNCIL

The ALPI Technical Education Center (ATEC) continues to be licensed by the Florida Commission for Independent Education (CIE) for the provision of occupational training in Volusia County. During 2010-2011, ATEC provided Home Health and Phlebotomy training to farmworkers through the WIA-167 Grant. Additionally, the training was provided to the local community through student payments and/or payments received from other training agencies such as the Center for Business Excellence (Workforce Board). ATEC has been operating in Volusia for over 7 years and continues to provide a much needed service to the community.

ATEC programs are reviewed by the ATEC Advisory Council on a periodic basis and reported to the ALPI Board of Directors, during regular meetings, by the ATEC Board Representative. The Advisory Council is composed of agency representatives that work with ATEC in the delivery of human/social services in Volusia County. ATEC Advisory Council members serve one-year terms, but may be renewed. A Board representative is designated by the Council during a regular meeting. Following is a summary of ATEC and/or Advisory Council activities during 2010-2011:


- In 2010, ATEC added Home Health Aide and Phlebotomy to its curriculum and maintained its Nursing Assistant Program. With an apparent reduced demand as well as increased competition from non-licensed providers, Nursing Assistant classes were not offered during the reporting period; however, three (3) Phlebotomy and three (3) Home Health Aide (including one Spanish) classes were offered. Nineteen (19) students enrolled into the Phlebotomy class with eighteen (18) graduating and five (5) placed by June 30, 2011. The Home Health Aide classes reported twenty-three (23) enrollments, twenty-three (23) graduates, and thirteen (13) verified placements as of June 30, 2011.
- In addition to technical training, the facility has internet access and a bank of 8 computers. These systems are available to clients, students, and the local community to apply for services with various other agencies as well as conducting job searches.
- During 2010-2011, the Advisory Council met to discuss the center as well as the WIA-167 program. As a result of the discussions, an evening literacy program was established for up to two days per week to allow the farmworker, as well as the local community, access to literacy training through the Volusia County Literacy Council.
- The Advisory Council also began researching the possibility of advertising the school and partnering with local healthcare providers to increase enrollments.
- ATEC was able to conduct one graduation ceremony during the reporting period. More than 30 graduates with their family members participated in the ceremonies with overall attendance exceeding 50. Graduation was attended by a member of the ALPI Northern Region Advisory Council.
- The Advisory Council also invited select members of the ALPI Northern Region Advisory Council to become members.



On March 18, 2011, ATEC had its biggest graduation yet! This year, ATEC was approved for two new training classes - Phlebotomy and Home Health Aide. ATEC had 50 students who completed and graduated from Phlebotomy, Home Health Aide, and Spanish Home Health Aide. This year also marked the graduation of the first two Spanish Home Health Aide classes, a tremendous advantage for students with English as their second language.

Due to so many students graduating from the school, ATEC's building was unable to hold a graduation ceremony for the students, but arrangements were made to use the local YMCA. Many friends and families attended the ceremony together with the students. This was one of the best turn-outs for the school. Everyone had a wonderful time and were extremely proud of the students.

Patty McCallister and Beth Corcoran have been excellent instructors and ATEC could not have achieved all it has without these two dedicated and hard-working individuals. 2011 is yet another great year for ATEC. ALPI proudly continues to make a difference in people's lives with programs like ATEC.





# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## BOARD GOVERNANCE and COMMUNITY INVOLVEMENT

### THE AGRICULTURAL AND LABOR HOUSING DEVELOPMENT CORPORATION

The Agricultural and Labor Housing Development Corporation (ALHDC) continued to be active during 2011. Through its partnership with ALHDC, the Agricultural and Labor Program, Incorporated (ALPI) continued bringing community services to New Horizon residents as well as the local community. Funding for such services have been available through the Community Services Block Grant (CSBG), the Low Income Home Energy Assistance Program (LIHEAP), and the National Farmworker Jobs Program (WIA-167). Major accomplishments of the Housing Board in the last year have included:

- ALPI's continued use of the New Horizon Community Center offices and community center enabling ALPI staff to offer services to the residents and the local community.
- ALPI continues, through a computer center, to offer job search assistance and computer access to the residents.
- ALPI continues to offer an orientation program for prospective clients at the New Horizon Community Center. During the orientation program, potential clients are provided information on available services and ALPI staff work with them in the development of a budget to see their cash flow. Through a grant with the Florida Association for Community Action (FACA), ALPI developed a Budget and Money Management class that is presented at the Community Center based upon need and demand.





# *Special Thanks*

## **2011 Regional Advisory Councils**

<b>Southern</b>	Terry Wellington Katie Clarke Annie Robinson Sharonda Dunlap	Moses Anderson, Jr Joslyn Burt Betty Cobb Clifton Gaines	Annette Jones Gregory Lewis Bernice Lopez Lester Roberts	Emma Malcolm William Richardson
<b>Northern</b>	Evelyn Seabrook Donald Tillman Constance Anderson	Charles Harris, Jr. Marva Hawkins Sylvia Bodison	Yvonne Grey Lenton Harris Grace Miller	Tawanna Smith
<b>Eastern</b>	William Holt Constance Griffin Marjorie Gaskin	Gena Spivey Frances Cooper Vivian Mitchell	Vernon Whitaker Katherine Sims Margaret Porter	Bobby Byrd Phyllis Nicholas
<b>Central</b>	Johnnie McNair Christine Samuel Josephine Howard Lyndia Thomas	Clarence Grier Truman McGill Glenda Jones Earnestine Davis Louvenia Crumity	John Doles Clora Dubose Sophia Harris Lillie Jackson Yolanda Robinson	Helen Rowe Dorothy Spencer Ann Sturkey Ruby Willix

## **2011 Head Start/Early Head Start Policy Council**

Gerda Anestal Ilena Hones Jean Guignard Donald Watson, Esq. Cathy Gibson Ebony Merritt Shannon Dickey-Moore Sandy Akre	Tierra Taylor Marissa Murphy Everett Roland, Jr. Michelle S. Akins Betty Bradwell Beverly Richardson Noemi Cruz Celerina Flores	Andrea Arteaga Crystal Clark Beatriz E. Zapata Leah Jackson  <b>ALTERNATES</b> Rafael Estrada	Silvia Saldivar-Aguillar Celina Mata Tempest Abram Timarah Mitz Reginald Page Gina Parker Tyci Ivory Ivory McGill	Rachel Santos Sherrian Samuels Amanda Ashby Fairy Danzey Paul Leonardo Galarza Jean Rubens Dantilus Latoya Barnwell
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## **2011 Polk County Head Start Policy Committee**

Latisha Sparks Ima Flores Noemi Cruz Amanda Ashby	Herminia Garcia Teresita Martinez Annie Robinson Katie Clarke	Bernice Lopez Kerry Richardson	<b>ALTERNATES</b> Claudia Martinez
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## **2011 ATEC Advisory Committee**

Martha Blanco Patty McCollister	Chester McNorton	Jonel Persinger	Marco Rodriguez
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## **2011 ALPI Housing Development Board**

Phillip Howard Nathaniel Birdsong Josephine Howard	Patricia Gamble Leola Lewis Johnnie McNair	Jacqueline Rentz Elizabeth Scaife Arabell Wiggins	James S. Turner Pamela Borton
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# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## STRATEGIC PLAN UPDATE

In 2007, the ALPI Board of Directors developed its Strategic Plan for the period of July 1, 2007 through June 30, 2012. The Strategic Plan is a compilation of the direction and focus of ALPI as a community-based organization. On an ongoing basis the Board of Directors reviews the Strategic Plan to provide a “road map” as to the future direction of ALPI and to assist in the development of strategies to accomplish the identified Goals. ALPI staff plan and implement, with the assistance of the Board of Directors, the activities that allows it to progress towards accomplishing each of the following 5-year Goals. The following is a “snap shot” of what ALPI, as a community organization and service provider, has accomplished for its employees, clients and communities for the period of July 1, 2010 through June 30, 2011 and beyond.

### ALPI Early Head Start Caregivers Receive Specialized Training

ALPI Early Head Start Caregivers recently participated in Infant/Toddler training conducted by a Certified *Program for Infant/Toddler Care* Consultant.

This type of training is critical because it helps ensure that infants and toddlers get a safe, healthy, emotionally secure and intellectually rich start in life. It also shows infant/toddler care teachers ways of helping infants learn the lessons that every infant comes into the world eager to learn. Infant/toddler care teachers are taught how to design environments that ensure safety, offer infants appropriate developmental challenges, and promote optimum health for children.

This type of specialized staff training is just another way in which ALPI continues to raise the bar of quality services that all our children and families are in need of and deserve.

### Goal 1 - Create Additional Educational Experiences and Opportunities for Staff

**Objective 1.1:** *Develop a better educated and more highly skilled workforce*

**Objective 1.2:** *Provide more professional development opportunities*

**Objective 1.3:** *Institute a formalized in-service training program*

**Objective 1.4:** *Provide professional development activities for staff*

**Objective 1.5:** *Make available additional educational opportunities*



### Head Start and Early Head Start Staff Obtain **National Child Development Associates (CDA) Credential**

**COUNCIL**  
— for —  
**PROFESSIONAL  
RECOGNITION**

The National Child Development Associate, better known to many as the CDA, is a nationally recognized credential for excellence in early childhood. Each CDA candidate is observed working with young children and is assessed on their ability to develop the physical, emotional, and intellectual capabilities of young children. The Council for Professional Recognition in Washington, DC awards credentials to Early Childhood Educators who demonstrate the ability to constructively work with young children in group settings. This credential is a testimony of the staff's demonstrated competence in working with young children and their families.

Twelve (12) Early Head Start Caregivers and eighteen (18) Head Start Teacher Assistants have been awarded a National



Child Development Associate (CDA) credential in recognition of outstanding work with young children. Teaching our nation's youngest children and helping them grow and develop at the most critical period of their lives cannot be underestimated. It takes special knowledge, skill, and expertise to be an effective teacher of young children. It's a great honor to earn a CDA and it shows a commitment to quality Early Childhood Education. The CDA community nationwide is having a positive effect on the quality of early childhood education by helping childcare programs hire qualified and competent professionals who ensure the best care for our nation's youngest.

Congratulations to all the staff for their dedication and hard work in pursuing and obtaining the nation's highest credential.



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## STRATEGIC PLAN UPDATE

### Goal 2 – Devise A Plan Of Upward Mobility Within The Agency

**Objective 2.1:** *Provide individual opportunities for creativity*

**Objective 2.2:** *Allow opportunities for advancement*

**Objective 2.3:** *Create an incentive package connected with higher credentials*

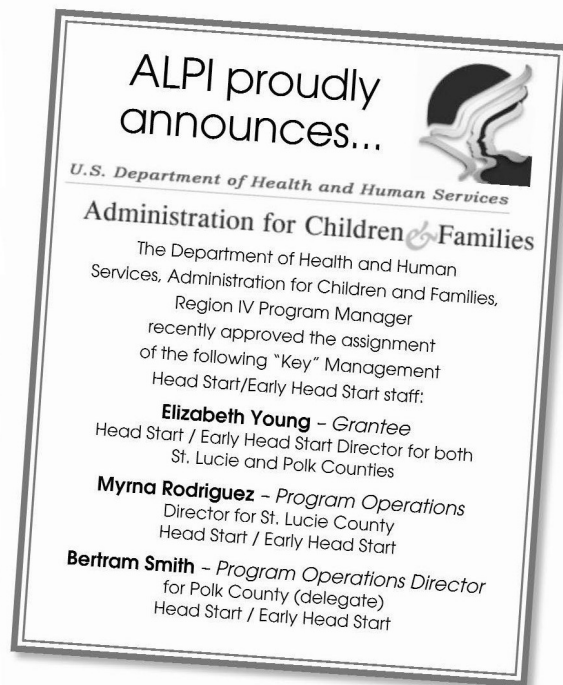
**Objective 2.4:** *Reward employees based on demonstrated competency to move up in the Agency*

Early Childhood Development  
and Education Services  
Manager becomes a  
**Fully Certified  
Trainer**  
for the  
**Program for  
Infant/Toddler Care**



***Congratulations to  
Alisa Thornton***

the Early Childhood Development and Education Manager for the Division, on becoming a fully certified trainer for the Program for Infant/Toddler Care. The Early Childhood Development and Education Manager plans to use this acquired knowledge to ensure all Early Head Start caregivers are well-trained and equipped in primary care, small groups, continuity of care, individualized care, culturally responsive care, and the inclusion of children with disabilities or other special needs.



### ALPI 2011 Staff Appreciation Luncheon



This year we celebrated the employee. It was a time to say "Thank You" for all they do and give to the agency. It was a time to rally around the employee who may be a manager, a kitchen helper, a bus monitor, or a caregiver. The main goal of the event was to show each employee they are individually and collectively important to this process called "ALPI at work."

The event took a different twist from past years where there was a chairperson and employees from each department directly involved in the event's organization. The CEO, Ms. Deloris Johnson, said up front that she wanted employees to "sit back and enjoy their day." Employees were recognized for Years of Service, Outstanding Achievement, and Educational Achievement.

ALPI was also able to get the support of several sponsors who came forth and donated large gifts that meant much to our employees. We look forward to next year on May 4th, when we do it all over again.



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## STRATEGIC PLAN UPDATE

### ALPI's Low-Income Home Energy Assistance Program Partners with



About 1,100 low-income customers in Avon Park weathering today's economy received a much-needed boost from Progress Energy Florida through the company's innovative Neighborhood Energy Saver program. Through the free program, the company gave needy customers' homes and apartments an energy makeover by installing up to 16 energy-saving improvements. The company also educated customers about the behaviors and other factors that contribute to their energy bills.

"Through the Neighborhood Energy Saver program, we're pleased to put our energy experts to work for those who need assistance most" said Michael Lewis, senior vice president of Energy Delivery for Progress Energy Florida. The Neighborhood Energy Saver program benefits low-income customers living in select, census-defined communities, such as Avon Park.

ALPI's Low-Income Home Energy Assistance Program (LIHEAP) was represented by Cheryl Burnham (Director) and ALPI's LIHEAP Avon Park Staff, Kesha Nelson and Adrian Benson. ALPI staff presented information on the LIHEAP Program and specifically, its services in Highlands County. Director Cheryl Burnham was presented with an award (pictured above – second from left) in recognition of ALPI's partnership and dedication to helping the community reduce energy usage and costs through participation in the Neighborhood Energy Saver Program.



### Goal 3 – Partner With Other Agencies for More Efficient Service Delivery

**Objective 3.1:** Explore membership in community service organizations and aggressively seek fundraising opportunities with banks, vendors, etc.

**Objective 3.2:** Partner on collaborative projects and consider a rural housing initiative

**Objective 3.3:** Increase the funding base

**Objective 3.4:** Take advantage of a favorable political climate – work with those more inclined to support human service organizations

**Objective 3.5:** Secure funding from non-traditional sources

**Objective 3.6:** Diversify funding sources

**Objective 3.7:** Apply for grants in a timely manner when money is available

### ALPI Joins Highlands Community Center in Lake Alfred for **Unity Day**

Lake Alfred is a small town north of Winter Haven, Florida with a population of 4,519 in the 2010 census. It is also home to the Central Administration Office of The Agricultural and Labor Program, Inc.

Due to lack of resources and outreach events in Lake Alfred, the Highlands Community Center in Lake Alfred asked ALPI to participate in their "Unity Day" event. The Low-Income Home Energy Assistance Program and Community Services Block Grant staff from ALPI (pictured below) then mobilized to set up a booth at the Center to share information regarding ALPI's great programs and resource referrals. Joining the ALPI staff was one of ALPI's Board Members and Lake Alfred City Commissioner, Nancy Daly (pictured center).

Unity Day was a great success. The ALPI staff and others working to reach out to the community were all pleased with the interest shown by the community and the turnout.





# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## STRATEGIC PLAN UPDATE

### ALPI Low-Income Home Energy Assistance Program

## Reaching Out to Our Communities

The mission of the Low Income Home Energy Assistance Program (LIHEAP) is to assist low income households, particularly those with the lowest incomes that pay a high proportion of household income for home energy, primarily in meeting their *immediate home energy needs*. ALPI is strongly committed to helping those communities it serves via its LIHEAP Program. Recent increases in energy costs, unemployment, and a poor economy in general have all contributed to an increasing need for home energy assistance. As a result of this increasing need, ALPI's LIHEAP Program has been conducting "energy fairs" on a regular basis in the surrounding communities. Wherever there is a need and a request to fill that need, ALPI's LIHEAP staff will be there ... ready to help and ready to make a difference in people's lives. In addition to those pictured below, energy fairs were also held in Lakeland, Bartow, Winter Haven, Ft. Pierce, and Immokalee.

### Goal 4 - Target New Areas of Expansion

**Objective 4.1:** *Expand programmatic thrusts*

**Objective 4.2:** *Expand the service base, increase funding, and seek funding from foundations*

**Objective 4.3:** *Consult with human service agencies in crisis in Florida when the opportunity presents itself*

**Objective 4.4:** *Develop a LIHEAP program*

**Objective 4.5:** *Increase the client base*

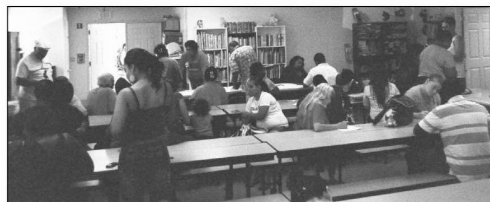
**Objective 4.6:** *Secure more Port Saint Lucie sites*

**Objective 4.7:** *Increase the Head Start census*

**Objective 4.8:** *Continue to upgrade new technology*



Naples Energy Fair  
(Collier County)



Indian Town (Martin County) Energy Fair



Lake Wales (Polk County) Energy Fair



Port Salerno Energy Fair (Martin County)

## ALPI Child Development and Family Services Center



In January 2011 the St. Lucie County School Board approved the Agricultural and Labor Program, Inc. as one of its tenants occupying the 6 Portable Units/10 classroom modular building of the Port St. Lucie Elementary School campus. This new ALPI center location will serve Head Start pre-school children. The project was designed in two Phases. Phase I of the project included getting the 6 Portables ready for the upcoming school year. Phase II will involve renovations in the 10 classrooms modular building.

ALPI Management Staff has been working diligently with school and local officials to ensure that Phase I of this project was completed prior to the beginning of the 2011-2012 school year. The Certificate of Occupancy was issued and the Department of Children and Families was able to conduct inspections. On August 15, 2011 the license was issued. Ninety-one (91) Head Start pre-school children are now enrolled at this new ALPI location and are off to a great start.





# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## STRATEGIC PLAN UPDATE

### Goal 5 - Enhance Program Development For and Service Delivery To Children and Their Families

- Objective 5.1:** *Make expansion contingent upon population changes*
- Objective 5.2:** *Continue to create opportunities for academic success for children*
- Objective 5.3:** *Offer a Voluntary Pre-K program for the summer months*
- Objective 5.4:** *Create more assistance for parents*
- Objective 5.5:** *Include leadership development as early as the preschool classroom*
- Objective 5.6:** *Move from a focus on service to an added focus on training (new skill development for clients)*
- Objective 5.7:** *Institute a Family Literacy Program*
- Objective 5.8:** *Devise strategies to help clients become upwardly mobile*
- Objective 5.9:** *Help clients with upward mobility in the job market*
- Objective 5.10:** *Create new programs based on market trends and the needs of the community (for example, a Certified Nursing Assistant Program)*
- Objective 5.11:** *Use overall changes in social services/child care to increase service delivery to the Head Start Program*

### ALPI Computer Assisted Tutorial (CAT) Program

## Student is Awarded \$1,000 Scholarship

Each year, the Children's Services Council honors youth who are making a difference in their community. This year, ALPI's Computer Assisted Tutorial (CAT) Program (managed by Jennifer Wilson, Program Director) had one of its students, Chayla Golden, selected for its CSC's *Outstanding Youth Award*. Chayla demonstrated qualities that made her outstanding through various criteria: afterschool activities, extracurricular activities, overcoming personal challenges, volunteer experience, and future career plans.

Chayla is currently a 10th grader at Fort Pierce Central High in Fort Pierce, where she holds a 3.5 gpa. Upon completion of high school, Chayla plans to use the \$1,000 scholarship awarded to her by CSC towards future educational goals.



Deloris Johnson  
(ALPI CEO),  
Chayla Golden,  
and Jennifer Wilson  
(CAT Program  
Director)

### ALPI Client is Nominated for Florida Association of Community Action

## Self-Sufficiency Award

In 2007, Ms. Veltzi Hilaire-Cobb (a single parent of 3) lost her job with the Polk County Head Start Program, where she managed seven Centers. Unemployed and with no income coming into the home she was devastated and had a real sense of hopelessness. She knew she had to do something to keep her lights on and began seeking assistance. Ms. Hilaire-Cobb came to The Agricultural and Labor Program, Inc. seeking electric assistance through the Low-Income Home Energy Assistance Program and rental assistance through the Community Services Block Grant. She also enrolled into ALPI's CSBG Family Self-Sufficiency Program to continue her education.

Ms. Hilaire-Cobb completed her CDA course, with ALPI's CSBG FSSP assisting her with tuition and books. She received her Associates Degree in Early Childhood Education and knew things were changing. "ALPI was a life saver, I was so depressed because I couldn't find a job in my field that paid or even would accept me because they would say they were unable to pay me based on my knowledge and experience," commented Ms. Hilaire-Cobb.

Ms. Hilaire-Cobb decided that she wanted to open up her own business. She began to research and found a small

"... I now have the first commercial 24 hours  
7 days a week childcare in Polk County."

— MS. VELTZI HILAIRE-COBB



building and with financial help from her family she purchased the building in March 2010. In December 2010, Ms. Hilaire-Cobb's

business opened for service. "It was a struggle and a lot of hard work as well; but I know that it will pay off and I now have the first commercial 24 hours/7 days a week childcare in Polk County. I have been featured on the news twice and in the local newspaper three times!" She started out with only four babies when she opened up, but now has fifty-seven children enrolled in each session.

Ms. Hilaire-Cobb is forever grateful and appreciates all that ALPI has done for her and her family. "This is truly a Community Action Partnership that worked for me and in my favor," commented Ms. Hilaire-Cobb. "I went from jobless to being an owner! Not very many people can say that and THANKS so much to ALPI and their staff for all they've done to ensure that I completed my education, kept my home, and I am SUCCEEDING!"



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## STRATEGIC PLAN UPDATE

### **2011 Pre-Service Training: Focusing On Promoting Positive Child Outcomes and School Readiness**

The Children and Families Support Services Division put together a well-designed pre-service training experience that communicated service expectations, provided a level of knowledge suitable for further training, and created a strong foundation of knowledge and skills. The training will allow staff to use what they learned to build upon past experience and skills. Participating staff are now able to explore new ideas in order to better provide services to the children and families they serve. ALPI was able to secure the best consultants in the areas of: *Early Childhood Education for Infants, Toddlers and Pre-School age children, Family and Community Partnerships, Transportation Safety, etc.*

A successful pre-service training is



the key to starting the program year off strong. Training topics were selected from the approved 2011-2012 Training and Technical Assistance Plan to maximize the effectiveness and outcomes of the pre-service. Training areas included, but were not limited to the following:

- Early Childhood Development
- Services to Infants and Toddlers
- Family Goal Setting
- Child Care Food Program
- OSHA
- School Readiness
- Transportation Safety
- Program Resources and Outcomes Management Information System/Record Keeping

Approximately 215 staff participated in the 4-day pre-service training, with each participant attaining at least a minimum of 30 In-Service Training Hours.

### **St. Lucie County School Board and ALPI Head Start Join Forces ...**

### **Working Together To Enhance SCHOOL READINESS**

Early in the spring of the 2011 school year, ALPI Head Start became a part of round table discussions with the St. Lucie County School Board and the world's largest publisher of educational materials, Houghton Mifflin Harcourt (HMH). In December the St. Lucie School Board entered into a five-year partnership with HMH in which the school district will spend several million dollars on instructional educational materials.

ALPI Head Start, a strong promoter and provider of Early Childhood Education (serving approximately 691 to 750 pre-school children every year), has entered into a partnership with the St. Lucie County School Board to be a part of this one-time opportunity. The main focus of the partnership is to address critical changes needed in teaching, learning, and community engagement in Pre-Kindergarten through High School education. During August 2011 ALPI Head Start entered a partnership in the Age 3 to Grade 3 Initiative. ALPI Head Start has received approximately \$85,000 worth of educational materials for the teaching staff to use in the classrooms. ALPI Staff have been trained on the implementation of the materials, which included the following:

- Houghton Mifflin Harcourt Curriculum
- 10 Themes/Books
- Professional Development Resources
- Mentor/Coaching Resources
- Benchmark Assessment





# AGENCY PERFORMANCE AND ACCOMPLISHMENTS AT A GLANCE

## STRATEGIC PLAN UPDATE



**OCTOBER IS**

**HEAD START AWARENESS MONTH**

for more information visit: <http://eclkc.ohs.acf.hhs.gov/hslc>

## Camp Ready

at Frostproof Child Development Center



Over the Summer, ALPI's Frostproof Child Development Center partnered with the Learning Resource Center of Polk County to offer a school readiness program for upcoming kindergarten students in the Frostproof area. The program was designed to assist children to enter kindergarten "ready to learn" and to enhance their skills with

also provided parents with opportunities for involvement.

Through the efforts of Bertram Smith (Program Operations Director) and Alisa Thornton (Early Childhood Education Manager) the Learning Resource Center was approached to extend their Lake Wales site to ALPI Frostproof to provide this opportunity



remedial activities to help them transition to kindergarten. This program

was made up of teachers from the local elementary school in Frostproof. This was an excellent opportunity for the children to interact with teachers they would eventually have in kindergarten. The program concluded with a ceremony which included parent and student participation, as well as a presentation by the children on everything they had learned while at "Camp Ready."

## ALPI'S Nurturing Fatherhood PROGRAM

— POLK COUNTY —

The ALPI Nurturing Fatherhood Program in Polk County hosted its Spring Event – "Kidz Cook Off With Nutrition In Mind" at the Frostproof Child Development Center on April 1, 2011. Activities for this event were coordinated by Bertram Smith, Program Operations Director, together with fathers from the program. The event was open to all families and provided a fun filled day aimed at raising awareness towards physical fitness, nutrition, and the importance of family meal times.

Families participated in a "Family 1K Walk" with their children to kick off the event. Following the walk, activities were provided that were not only fun for

the children, but educational as well. This was an excellent opportunity to train our children's primary teachers - their parents. Our Food Services Coordinator, Hilda Walker, was present to train the parents on healthy snacks preparation, nutrition in the classroom, and take home recipes to be enjoyed by the whole family.

More than 15 fathers, grandfathers, uncles, and father figures made this event possible – male involvement and support was indeed strong. Overall the



turnout was impressive, with over 30 participants. The Nurturing Fatherhood Program meetings are held monthly. These meetings follow a curriculum for developing attitudes and skills for male nurturing in the home. The men also share ideas and plan events throughout the school year.



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS REPORT SUMMARY

## PROGRAM SERVICE DELIVERY SUMMARY

In addition to the accomplishments directly related to the Five-Year Strategic Plan, ALPI provides numerous services to local communities. The following is a summary of many of those outcomes and performance measures. Such Outcomes are reported Agency wide through the Quarterly FOCUS Report and annually for Head Start/Early Head Start, through the Program Information Report (PIR). For more detailed information, the reports are available upon request.

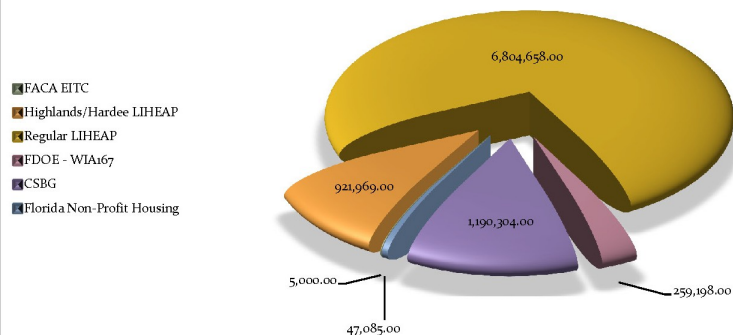
## COMMUNITY & ECONOMIC DEVELOPMENT SERVICES

- Combined, CSBG/ARRA, CSBG and LIHEAP Programs, provided services to 16,287 families for an increase in service level of 33%.
- Applied to become permanent LIHEAP provider in Highlands and Hardee Counties.
- Planned and implemented Energy Fairs throughout LIHEAP Service area.
- Prepared and submitted continuation Grant for LIHEAP Services.
- Prepared and submitted modification to LIHEAP Grant adding 2.7 million in funding.
- Hired and trained two new staff members to provide LIHEAP Services in Highlands County under Interim Grant.
- Set up LIHEAP Service location in Avon Park, Highlands County.
- Identified possible LIHEAP Sites in Hardee County under LIHEAP Interim Grant.
- Prepared and submitted continuation grant as Interim LIHEAP Provider for Highlands and Hardee Counties.
- Prepared and submitted application for designation as permanent LIHEAP Service Provider in Highlands and Hardee Counties.
- Created and implemented Budgeting and Money Management Workshop for Summer Youth Participants as well as regular CSBG Family Self-Sufficiency Program clients.
- Implemented Orientation class for all CSBG Applicants.
- Completed and submitted application for licensing of Home Health Aide, Nursing Assistant, and Phlebotomy Classes at ATEC.
- Identified eligible clients for FEMA Assistance through United Way of Central Florida.
- Began offering Home Health Aide training at ATEC.
- Implemented Summer Youth Work Experience Program under CSBG/ARRA Program.
- Began offering Phlebotomy classes at ATEC.
- Renewed subcontract with Panhandle Area Educational Consortium.
- CSBG program continued its partnership with five (5) community organizations.
- LIHEAP program increases its partnerships from seventeen (17) to twenty (20) community organizations.

Agency wide funding opportunities for 2010-2011 was reported at \$22 million of which, Community and Economic Development Services Funding included the following:

Community and Economic Development Services Funding Source	Amount
FACA EITC	\$ 5,000
Highlands/Hardee LIHEAP	\$ 921,969
Regular LIHEAP	\$ 6,804,658
FDOE - WIA167	\$ 259,198
CSBG	\$ 1,190,304
Florida Non-Profit Housing	\$ 47,085

**Community and Economic Development Services Funding  
2010-2011**





# AGENCY PERFORMANCE AND ACCOMPLISHMENTS REPORT SUMMARY

## PROGRAM SERVICE DELIVERY SUMMARY

### CHILDREN AND FAMILY SUPPORT SERVICES

#### EARLY CHILDHOOD DEVELOPMENT AND HEALTH SERVICES

**Education and Early Childhood Development - Child Outcomes:** ALPI Head Start Management Staff reevaluated the early childhood classroom activities to address the new domains based on the revised Head Start Child Development and Learning Framework. Therefore the classroom activities have been enhanced to track progress based on the new revised domains for the upcoming year. However, for the 2010/2011 school year the teaching staff continued to monitor and evaluate the progress on all eligible kindergarten children on the eight domains of learning for each child enrolled in the program.



The Baseline, Mid-year, and Final Outcomes Reports were generated in the areas of; Language and Literacy, Early Mathematics, Nature and Science, Creative Arts, Social and Emotional Development, Approaches to Learning, Physical Health and Development and based on the results of the Baseline Report, staff developed/implemented strategies in efforts to improve the child outcomes and school readiness results. Approximately 497 preschool children transitioned to public school for the 2010/2011 school year.

The Final Child Outcomes Reports for 2010/2011 school year for St. Lucie and Polk County showed the percentage of children that had progressed in each domain area:

##### **Language and Literacy Development**

**59%** of the four year old children are in the advanced range. This is a 44% increase from the mid-year report

##### **Early Mathematics**

**53%** of the four year old children are in the advanced range. This is 37% increase from the mid-year report

##### **Nature and Science**

**42%** of the four year old children are in the advanced range. This is a 31% increase from the mid-year report

##### **Creative Arts**

**76%** of the four year old children are in the advanced range. This is a 49% increase from the mid-year report.

##### **Social and Emotional Development**

**87%** of the four year old children are in the advanced range. This is a 46% increase from the mid-year report

##### **Approaches to Learning**

**71%** of the four year old children are in the advanced range. This is a 33% increase from the mid-year report

##### **Physical Health and Development**

**91%** of the four year old children are in the advanced range. This is a 25% increase from the mid-year report

NOTE: Language & Literacy are combined

Additionally, nine (9) directly operated Head Start centers are providing Voluntary Pre-Kindergarten services. The Voluntary Pre-Kindergarten program is an extended day program that promotes emergent literacy for preschoolers that are four (4) years of age. ALPI Head Start ensures that children have an additional three hours of literacy directed activities, which are hands on and supports the language and literacy domains.



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS REPORT SUMMARY

## PROGRAM SERVICE DELIVERY SUMMARY

Approximately 430 preschool children received VPK services during the 2010/2011 program year. The children are assessed three times per year. The final report showed the following results:

CENTER	PRINT KNOWLEDGE	PHONOLOGICAL AWARENESS	ORAL LANGUAGE/ VOCABULARY
LINCOLN PARK	86.16%	72.24%	79.77%
HILL HAVEN	93.98%	54.17%	68.60%
QUEEN TOWNSEND	93.77%	74.04%	87.22%
VILLAGE GREEN	93.63%	70.59%	83.38%
FRANCINA DUVAL	97.06%	90.34%	93.35%
GARDEN TERRACE	82.69%	70.68%	82.01%
GEORGE W. TRUITT	81.89%	65.90%	70.80%
MORNINGSIDE	87.27%	79.79%	80.74%
FROSTPROOF	73.18%	53.57%	71.20%

**Early Childhood Health Services:** During the 2010/2011 school year of the **959** (100%) actual children enrolled in Head Start/Early Head Start, and the Delegate Head Start Program received the following services:

### Medical

- **959** of the enrolled children received a physical exam and had up-to-date immunizations.
- **145** children were diagnosed with asthma. Health alerts, parents and teachers information packages were provided on prevention and intervention for children with asthma.
- Hemoglobin screenings resulted in **65** children either referred to WIC for services or received individual nutritional counseling/informational packages for children with anemia.
- **28** children were overweight and received services/counseling through WIC or the program nutritionist.
- **3** children were identified with vision problems. These children received the appropriate care.

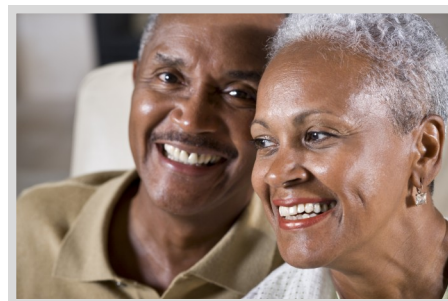
### Dental

- **874** of the children received dental exams.
- **144** of the 874 children were diagnosed as needing dental treatment.
- **119** of the 144 received dental treatment.

## FAMILY AND COMMUNITY PARTNERSHIPS

**Family Partnerships:** During the 2010/2011 school year **893** families participated in Head Start/Early Head Start Program. The 893 families received a variety of services to include but are not limited to the following:

- |   |            |
|---|------------|
| • Emergency/crisis intervention           | <b>150</b> |
| • Housing assistance                      | <b>133</b> |
| • Mental Health                           | <b>117</b> |
| • English as a Second Language (ESL)      | <b>39</b>  |
| • Adult education such as GED/College     | <b>182</b> |
| • Job Training                            | <b>98</b>  |
| • Substance abuse prevention or treatment | <b>1</b>   |
| • Child abuse & neglect services          | <b>792</b> |





# AGENCY PERFORMANCE AND ACCOMPLISHMENTS REPORT SUMMARY

## PROGRAM SERVICE DELIVERY SUMMARY

• Domestic violence services	6
• Child support assistance	40
• Health education	800
• Assistance to families of incarcerated individuals	8
• Parent education	821

**Parent Involvement:** ALPI Head Start/Early Head Start has a community identity as a family-focused program with operating principles of parent involvement and empowerment. Parent Involvement continues to be the mainstay of the program. The involvement of parents is vital for the center-based operation and the education of their children. Parents have made themselves available to serve on committees, attend meetings, volunteer in the classrooms, and assist with community events. We support families by ensuring that parents have the knowledge, skills, and the resources they need to become self-sufficiency; and by sustaining partnerships with parents and supporting them as primary educators, nurturers, and advocates for their children.



The **Nurturing Fatherhood Program** continued to make strides in strengthening families and making a positive impact in the local community. Fathers in the Head Start/Early Head Start programs have embraced the principles of the Nurturing Fatherhood Program by participating more in center activities. The centers have witnessed an increase in the number of males dropping off and picking up their children daily. More fathers are attending parent community meetings and volunteering weekly at the centers. The contracted Early Head Start sites have also seen an influx of male involvement in the daily activities.



The Nurturing Fatherhood Program hosted its special events such as: “**Kidz Cook Off with Nutrition in Mind**” and “**Family 1K Walk**”. More than fifteen 15 father, grandfathers, uncles, and father figures made these events possible.

Fathers in the Nurturing Fatherhood Program took advantage of a socialization endeavor by taking part in **the Spring Celebration Ball**. The program saw gains in social skills not only by the children, but also by the parents. This event additionally enhanced communication skills between father and child.

The Nurturing Fatherhood Program continued to focus its energy towards empowering, educating, and uplifting fathers and other male figures in the lives of children. The targeted demographic group of our program was fathers from the ages of 18 to 35. Approximately **295** fathers/father figures participated during the 2010/2011 school year.

The **Meet and Greet Breakfast** held at the individual centers at the beginning of the year helped to foster positive male involvement for this program year. Fathers continued to be instrumental in the success of the book fair. They read to the children and took part in story time. Literacy activity between father and child is paramount towards positive child outcomes. Several centers held “Reading Day with Dad” events to promote literacy from the male perspective. The Nurturing Fatherhood Program once again stressed the importance of how essential a father’s active participation is to their child’s total development.

The **Annual Martin Luther King, Jr. Parade** in St. Lucie and Polk Counties was another opportunity for fathers to build lasting positive memories with their children. Fathers assisted with decorating the agency float and riding with their children.

In addition, the program provided various opportunities for parents and non-parents to be involved in the programs daily activities. An estimated **972** parents and non-parents volunteered at all Head Start/Early Head Start Centers, either volunteering in the classroom or providing services at no cost.

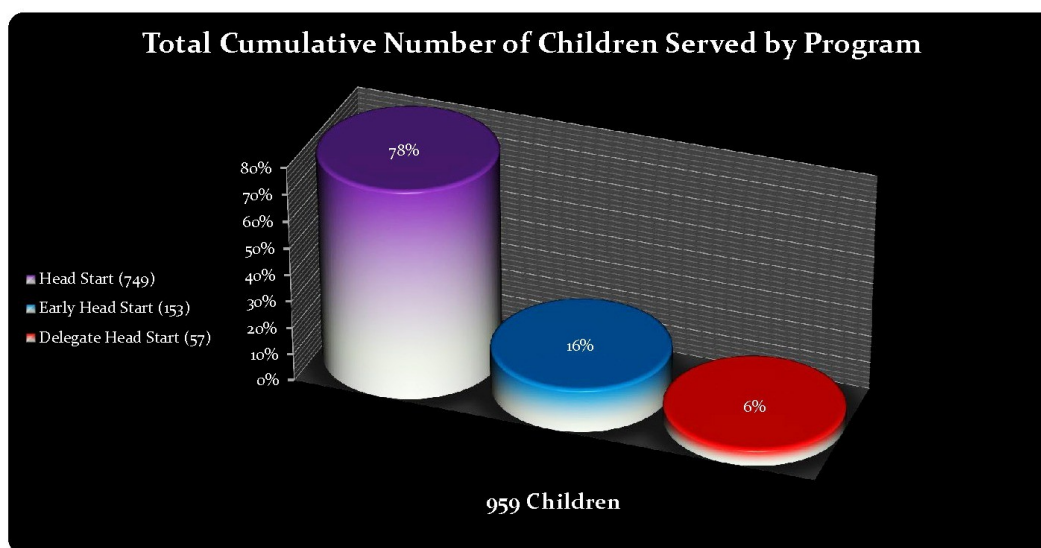
**Transportation:** During the 2010/2011 program year, the transportation unit provided services to over **300** children. All buses were on a preventive maintenance schedule. The transportation staff participated in training activities throughout the program year. School buses were maintained with regular/required maintenance/services.



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS REPORT SUMMARY

## PROGRAM SERVICE DELIVERY SUMMARY

**Enrollment:** Total funded enrollment of **885** (100%) children were enrolled and maintained throughout the program year in both counties (St. Lucie and Polk). Monthly attendance reports were completed and submitted to the funders. A total of 959 children and their families were served in the 2010/2011 program year. This statistical data was obtained from the Program Information Reports (PIR) submitted to the Office of Head Start for the following programs: Head Start/Early Head Start, and Delegate Early Head Start. The following breakdown represents total cumulative number of children served by program:



Children Ethnicity and Race by Program			
St. Lucie Head Start		Polk County - Delegate Head Start	
American Indian or Alaska Native	2	Black or African-American	14
Asian	1	White	13
Black or African-American	560	Other	30
White	27		
Biracial/Multi-Racial	12		
Other	147		
Early Head Start St. Lucie/Polk County			
Black or African-American		119	
White		12	
Unspecified*		38	

\*This number includes pregnant women.



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS REPORT SUMMARY

## PROGRAM SERVICE DELIVERY SUMMARY

### **PROGRAM MANAGEMENT & FUNDING**

Major management accomplishments and funding for Head Start and Early Head Start services in St. Lucie and Polk counties included the following:

**Fiscal:** McGladrey & Pullen Certified Public Accountants conducted the annual audit. The report dated December 17, 2010 indicated that The Agricultural and Labor Program, Inc., is in compliance with laws and regulations under the U.S. Office of Management and Budget Circular A-133, Audit of States, Local Governments, and Non-Profit Organizations, and the Florida Single Audit Act. No Management Letter was issued.

**Reporting:** Successfully completed and closed the ARRA COLA Funding as of December 31, 2010 and continued to complete and submit the Quarterly ARRA Reports for the Early Head Start Expansion.

In addition, submitted the Program Information Report for the 2010/2011 program year. Statistical data has been reported under the services areas of this annual report.

**Funding:** ALPI Head Start/Early Head Start Program continues to work with federal, state and local level funders to provide services to children birth to five years. The funding levels and Services for the 2010/2011 program year are as follows:

#### **Department of Health and Human Services**

- Head Start received funding to serve 691 pre-school children in St. Lucie County. Funding: \$5,043,189.00
- Early Head Start received funding to serve 40 infants, toddlers and pregnant women in St. Lucie County. Funding: \$476,633.00
- ARRA Early Head Start received funding to serve 100 Infants, Toddlers and Pregnant Women in St. Lucie and Polk Counties. Funding: \$1,516,691.00
- Cost of living adjustment. Funding: \$97,286.00

#### **Polk County School Board**

- ALPI Head Start Delegate received funding from the Polk County School Board to serve 54 pre-school children. Funding: \$432,267.00

#### **Early Learning Coalitions**

- ALPI received funding from the St. Lucie and Polk Counties Early Learning Coalitions to provide Voluntary Pre-Kindergarten Services to kindergarten eligible children. Funding: \$893,789.00

#### **Child Care Food Program**

- ALPI receives funding from the Child Care Food Program to provide free meals, i.e., breakfast, lunch and snack, to children enrolled in the program in St. Lucie and Polk counties. The total meals served 374,460.00. Funding: \$641,887.00

#### **Child Care**

- ALPI receives funding from the Early Learning Coalition to serve children and their families in the Before/After program thru the subsidized funding in St. Lucie and Polk County. Funding: \$37,581.00

#### **United Way**

- The funding from United Way of St. Lucie and Polk Counties varies and is used to enhance services to the children and families enrolled in the program.



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS REPORT SUMMARY

## PROGRAM SERVICE DELIVERY SUMMARY

DEMOGRAPHICS SUMMARY (AGENCY WIDE)	
17,632	Families served (with 51,926 family members)
	<ul style="list-style-type: none"> <li>7,194 Single parent families headed by a female</li> <li>451 Single parent families headed by a male</li> <li>3,864 Reported as single-persons</li> </ul>
9,727	Families served reported receiving Food Stamps
586	Families served reported receiving TANF
3,944	Families served reported receiving SSI benefits for at least one family member
26	Families served reported as being homeless at the time of receipt of services
	Sources of Family Income
	<ul style="list-style-type: none"> <li>1,861 reported unemployment compensation as the primary source of family income</li> <li>2,872 reported as receiving Social Security benefits as the primary source of family income</li> </ul>
3,946	Families served reported as disabled
	Race
	<ul style="list-style-type: none"> <li>27,254 African-American</li> <li>14,853 White</li> <li>12,065 Hispanic</li> </ul>
1,319	Families served reported to be participating in a self-sufficiency program





# AGENCY PERFORMANCE AND ACCOMPLISHMENTS REPORT SUMMARY

## PROGRAM SERVICE DELIVERY SUMMARY

### **ADMINISTRATION & PROGRAM OPERATIONS QUALITY CONTROL**

*Budget & Finance, Human Resources, Quality Control, IT Management*

**Budget and Finance** - 2010/2011 Major tasks/accomplishments included the following:

- Processed and paid approximately 30,000 vouchers. This included verifying that each line on every voucher was charged to the correct elements and transaction codes.
- Processed bi-weekly payroll checks for 279 employees. This included the maintenance of all personal data and deductions.
- Processed Payroll related quarterly reports for IRS and State of Florida were completed timely.
- Prepared and submitted monthly billings for DOE, CSC, PCHS and Food. In addition to these, billing reports that were completed by program departments were reviewed by finance for accuracy.
- Prepared and submitted quarterly and semi-annual Head Start/Early Head Start Reports.
- The 2009/2010 audit was completed in the fall of 2010 with no findings.
- The 2010/2011 audit was completed with no findings.
- Monthly financial statements were completed and distributed to Board, CEO and Program Directors.
- The Finance Department takes advantage of training opportunities to enhance knowledge and skills to better perform each member's assigned task and cross-train where applicable. The senior accountant is being trained to assist and backup the director on a broader scale of responsibilities.

**Human Resources** - 2010/2011 Major tasks/accomplishments included the following:

- Advertised positions through Employ Florida, Workforce Solutions, area colleges and universities, and partners. Employ Florida links all of Florida's state and local workforce services and resources and has local workforce boards that cover the areas where ALPI is located and seeking to fill positions. By using these job search sources, the department was able to save the Agency over \$12,000.00, the cost of 16 job postings for employer assisted job search companies, i.e., CareerBuilder, Monster.com.
- Recruited and interviewed over 160 applicants to fill 84 vacant full-time positions and some temporary positions since September 2009. Position vacancies occurred in LIHEAP, CSBG, Head Start/Early Head Start, Human Resources, Finance, and Administration.
- Set-up procedures for conducting background screenings for all staff in child care.
- Partnered with benefits companies and organizations to provide knowledge and opportunities for employees. For example, Blue Cross and Blue of Florida has established websites to advise and inform staff of health care alternatives. Employees may search Guardian Dental and Vision sites, Pre-Paid Legal, and Sun Life Financial for guidance in benefits management and assessment
- Organized United Way campaign in Polk County and assisted with campaigns in St Lucie. United Way contributions totaled at least \$4,000.00.

**Operations and Quality Control** - 2010/2011 Major tasks/accomplishments included the following:

- Agency wide Capital Improvement Activities (Landscaping, Painting, Renovations)
- Board's Annual Planning Retreat
- Code of Business Policy Revision
- Governance Tasks and Timelines
- State Corporate Annual Reports
- Board Meeting Reports



# AGENCY PERFORMANCE AND ACCOMPLISHMENTS REPORT SUMMARY

## PROGRAM SERVICE DELIVERY SUMMARY

- Emergency Succession Plan (final draft)
- Elected Official Board Membership Applications
- CSC 2011 Refunding Application
- Shared Governance Orientation Session
- Agency's Consumer Services Application (Fundraising)
- Employee Annual Training Conference Agenda
- Board Legal Advisor Engagement Agreement renewed for 2011
- Indirect Cost Proposal and Approved Rate negotiated
- Fictitious Business Name Registrations and Business Tax applications for applicable Head Start Centers



### Information Technology - 2010/2011 Major tasks/accomplishments included the following:

- ALPI Lake Alfred Corporate Office: Internet speed increased from 20 mbps to 50 mbps
- ALPI Lake Alfred Corporate Office: ALPI's WAN Servers are housed at this location. The entire building was re-cabled from Category 3 cable (max. 16 MHz) to Category 6 cable (max. 250 MHz), thus creating a true Gigabit network.
- Panda 2010 Antivirus installed across network
- Panda Antivirus Global Protection 2011 installed on all laptops and all stand-alone desktops
- Barracuda Spam and Virus Firewall 300 upgrade
- Office 2010 installed on all terminal servers, all laptops, all networked desktop pc's, and all stand-alone desktop pc's
- Replaced two unstable Cisco Switches on WAN with two Cisco 300 Series Managed Layer 3 Switch, 26 X 10/100/1000 ports + 2 x combo Gigabit SFP
- Replaced 5 outdated Cisco PIX Security Devices across the WAN with new Astaro Remote Ethernet Devices
- Replaced network based HSFIS software program with web-based PROMIS software program
- Planned and executed PROMIS 5-Day Training Program
- Replaced 18 desktop pc's agency-wide (Windows 7)
- Refurbished 8 desktop pc's agency-wide (Windows XP)
- Replaced outdated ink-jet printers with low-profile, green, ink-efficient laser printers
- Removed all unnecessary personal printers and linked users to network copiers
- Replaced approximately 35 CRT monitors across the network with energy-efficient 22-24" LCD monitors
- Established agency-wide technology inventory system with extensive search and reporting capabilities, including images
- Provided support and training to staff (on an as needed basis) on all network based and web-based software programs currently in use

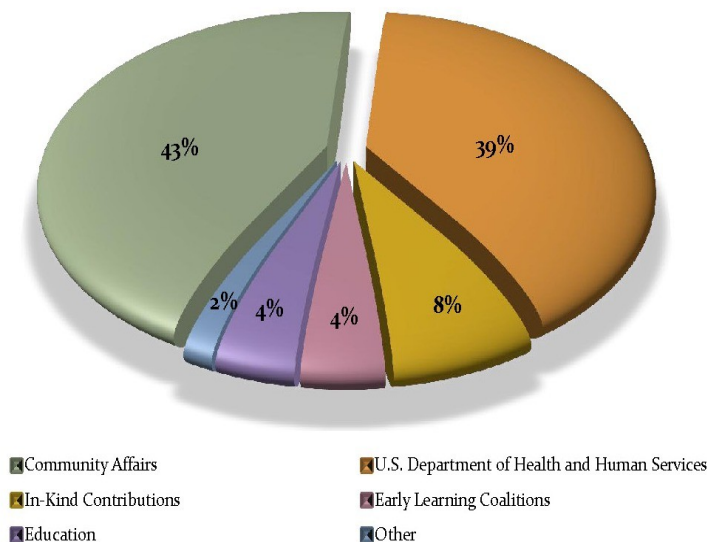


# Statement of Activities

## Support and Revenue

Source of Support	Amount
Community Affairs	\$ 9,019,161
U.S. Department of Health and Human Services	\$ 8,140,608
In-Kind Contributions	\$ 1,635,998
Early Learning Coalitions	\$ 931,372
Education	\$ 901,085
Other	\$ 347,456

INCOMING SUPPORT



	<u>2011</u>	<u>2010</u>
Expenses:		
Program Services		
Child Development	757,969	822,880
Food	701,390	646,901
Headstart	8,601,365	7,379,643
Social Services	1,576,931	2,154,041
Employment and Training	276,212	276,573
Energy	<u>7,511,871</u>	<u>5,693,274</u>
Total Program Services	19,425,738	16,973,312
Support Services:		
General Administration	<u>1,068,226</u>	<u>1,120,088</u>
Total Expenses	<u>20,493,964</u>	<u>18,093,400</u>
Increase in Unrestricted Net Assets	481,716	452,879
Unrestricted net assets, beginning of year	<u>2,626,995</u>	<u>2,174,116</u>
Unrestricted net assets, end of year	<u>3,108,711</u>	<u>2,626,995</u>



# *Statement of Financial Position*

<b>Current Assets</b>	<b>2011</b>	<b>2010</b>
Cash and cash equivalents	2,518,437	1,856,536
Accounts Receivable, net	674,486	620,683
Prepaid Expenses	<u>35,612</u>	<u>71,281</u>
<b>Total Current Assets</b>	3,228,535	2,548,500
Property and equipment, net	2,284,740	1,982,182
Refundable Deposits	<u>12,546</u>	<u>11,491</u>
<b>Total Assets</b>	<u>5,525,821</u>	<u>4,542,173</u>
<b><u>Liabilities and Unrestricted Net Assets</u></b>		
Current Liabilities		
Accounts Payable	819,676	974,248
Refundable Advances	1,088,139	445,174
Accrued Expenses	<u>420,423</u>	<u>495,756</u>
<b>Total Current Liabilities</b>	2,328,238	1,915,178
Unrestricted Net Assets	<u>3,108,711</u>	<u>2,626,995</u>
Temporarily Restricted	88,872	0.00
<b>Total Net Assets</b>	<u>3,197,583</u>	<u>2,626,995</u>
<b>Total Liabilities and Net Assets</b>	<u>5,525,821</u>	<u>4,542,173</u>



# *Service Delivery Sites*

## **2011-2012**

### **ALPI Head Start/Early Head Start Center Locations**

#### **POLK COUNTY**

Frostproof CDC  
701 Hopson Road  
Frostproof, FL 33843

#### **ST. LUCIE COUNTY**

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

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

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

Garden Terrace Head Start  
1110 North 32nd Street  
Fort Pierce, FL 34950

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

Morningside Head Start  
1420 SE Westmoreland Blvd.  
Port St. Lucie, FL 34952

ALPI Child Development and  
Family Services Center  
198 NW Marion Avenue  
Port St. Lucie, FL 34983

Queen Townsend Head Start  
3950 Juanita Avenue  
Ft. Pierce, FL 34947

#### **CONTRACTED CENTERS**

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

Loving Care Child Development Ctr. Inc.  
1207 South 28th St.  
Fort Pierce, FL 34947

Sunrise Country Preschool  
2706 Sunrise Blvd.  
Fort Pierce, FL 34982

Jumpstart Development Center  
1068 Pine Avenue  
Lake Wales, FL 33853

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



# *Service Delivery Sites*

## **2011-2012**

### **CSBG Service Delivery Sites**

*The Community Services Block Grant (CSBG) Program is comprised of two components: the Family Self-Sufficiency Program (FSSP) and Emergency Services. Applicants may apply, through appointment only, for services at the following locations:*

#### **POLK COUNTY**

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

New Horizon Apartments  
500 New Horizon Loop  
Auburndale, FL

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

Lakeview Park Community Center  
38 King Blvd.  
Frostproof, FL

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

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

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

Ridge Career Center  
7700 State Road 544  
Winter Haven, FL 33881

Center for Independent Living  
115 Traders Alley  
Lakeland, FL

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

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

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

Family Fundamental-CSBG Services  
1021 Lakeland Hills Blvd.  
Lakeland, FL

#### **HENDRY COUNTY**

Locations to Be Announced

#### **HIGHLANDS COUNTY**

Highlands County Coalition for the Homeless  
1306 So. Tulane Ave.  
Avon Park, FL

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

South Florida Community College  
600 West College Drive  
Avon Park, FL 33825



# *Service Delivery Sites*

## 2011-2012

### Low-Income Home Energy Assistance Service Delivery Sites

*The Low-Income Home Energy Assistance Program (LIHEAP) provides assistance through payment of electric bills on behalf of eligible households. A client can receive one home energy payment and crisis payment per year. Services are provided in six counties at the following locations:*

#### COLLIER COUNTY

##### **Cancer Alliances of Naples**

990 1st Avenue  
Naples, FL 34102  
(239) 436-4673

##### **COFFO**

214 S. 1st Street  
Suite A  
Immokalee, FL 34142  
(239) 657-7272

##### **Macedonia Baptist Church**

1003 3rd Avenue  
Naples, FL 34102  
(239) 262-4877

#### GLADES COUNTY

##### **Glades County Community Services**

P.O. Box 1018  
Moore Haven, FL 33471  
(863) 946-6004

#### HENDRY COUNTY

##### **Goodwill Industries of Southwest Florida**

969 W. Sugarland Hwy.  
Clewiston, FL 33440  
(863) 983-2774

##### **Salvation Army**

133 N. Bridge Street  
Labelle, FL 33935  
(863) 674-1441

##### **Hendry / Glades County Mental Health Clinic, Inc.**

601 W. Alverdez Avenue  
Clewiston, FL 33440  
(863) 983-1426

#### HIGHLANDS COUNTY

##### **Avon Park Office**

1013 Dalaney Avenue, Suite #2  
Avon Park, FL 33825  
(863) 657-2076

Tuesdays

##### **Boys and Girls Club**

111 Martin Luther King, Jr. Blvd.  
Sebring, FL 33870  
(863) 385-9652

Wednesdays

##### **Manna Industries**

416 Kent Avenue  
Lake Placid, FL 33852  
(863) 699-0093

Thursdays

##### **Big Brothers/Big Sisters**

279 US Hwy. 27  
Sebring, FL 33870  
(863) 402-9001

#### MARTIN COUNTY

##### **House of Hope**

2484 SE Bonita Street  
Stuart, FL 34997  
(772) 286-4673

##### **Indiantown Non-Profit**

15516 SW Osceola Street  
Indiantown, FL 34956  
(772) 597-6390

##### **Port Salerno Church of God**

4605 SE Cove Road  
Stuart, FL 34997  
(772) 287-9140

##### **St. Vincent De Paul**

12001 SE Federal Highway  
Hobe Sound, FL  
(772) 546-2492

##### **Gertrude Walden Childcare Ctr.**

601 SE Lake Street  
Stuart, FL 34994  
(772) 283-6321

#### POLK COUNTY

##### **ALPI**

300 Lynchburg Road  
Lake Alfred, FL 33850  
(800) 330-3491  
(863) 956-3491

##### **Women's Resource Center of Florida, Inc.**

165 Avenue A, NW  
Winter Haven, FL 33881  
(863) 294-5318

##### **Catholic Charities**

1801 E. Memorial Blvd.  
Lakeland, FL 33801  
(863) 686-7153, ext. 3019



# *Service Delivery Sites*

## 2011-2012

### Low-Income Home Energy Assistance Service Delivery Sites

*The Low-Income Home Energy Assistance Program (LIHEAP) provides assistance through payment of electric bills on behalf of eligible households. A client can receive one home energy payment and crisis payment per year. Services are provided in six counties at the following locations:*

**Lake Wales Care Center**

140 E Park Avenue  
Lake Wales, FL 33853  
(863) 676-6678

**Living Hope**

220 Bougainvillea Avenue  
Polk City, FL 33868  
(888) 830-9742

**Family Fundamentals****Women's Resource**

1021 Lakeland Hills Blvd.  
Lakeland, FL 33805  
(863) 686-1221, ext. 231 or 236

**Frostproof Care Center**

17 S. Scenic Highway  
Frostproof, FL 33843  
(863) 635-5555

1st Wednesday

**Mulberry Civic Center**

109 SE 5th Street  
Mulberry, FL 33860  
(863) 956-3491, ext. 232

2nd Wednesday

**Fort Meade Community Center**

8 W Broadway  
Fort Meade, FL 33841  
(863) 956-3491, ext. 232

3rd & 4th Wednesday

**Bartow Carver Center**

520 S. Idlewood Avenue  
Bartow, FL 33830  
(863) 956-3491, ext. 232

4th Monday

**Bradley Community Center**

125 Hooker Street  
Bradley, FL 33835

Wednesday

**Bethune Neighborhood Center**

915 Avenue E  
Haines City, FL 33884

1st & 3rd Tuesday

**Mt. Pleasant Church**

**of God by Faith**  
539 1st Avenue  
Waverly, FL 33859

2nd & 4th Tuesday

**Mt. Calvary 1st Baptist Church**

104 W. Fuller Street  
Davenport, FL 33836  
(863) 956-3491, ext. 219

**Florence Villa CDC**

111 Avenue R North  
Winter Haven, FL 33881  
(863) 299-2900

**ST. LUCIE COUNTY****El Bethel Community  
Development Center**

518 A Means Court  
Fort Pierce, FL 34950  
(772) 882-4515

**In the Image of Christ, Inc.**

707 No. 7th Street  
Fort Pierce, FL 34950  
(772) 461-7788

**Zion Daughters of Distinction  
Ministries, Inc.**

707 No. 7th Street  
Fort Pierce, FL 34950  
(772) 882-9194



# *Service Delivery Sites*

## 2011-2012

### Farmworker Emergency Assistance Service Delivery Sites

#### COLLIER COUNTY

**Collier County Housing Authority**  
1800 Farmworkers Way  
Immokalee, FL 34142

**COFFO**  
210 1st  
Immokalee, FL 34142

**Immokalee Technical Center**  
508 North Ninth St.  
Immokalee, FL 34142

#### DADE COUNTY

**Centro Campesino**  
35801 SW 186th Ave.  
Florida City, FL 33034

**South Dade Skills Center**  
28300 SW 152 Avenue  
Leisure City, FL 33033

#### GADSDEN COUNTY

**PAEC**  
315 N. Key St.  
Quincy, FL 32351

#### HARDEE COUNTY

**Heartland Work Force One Stop**  
205 Carlton St  
Wauchula, FL 33873

**East Coast Migrant HS**  
Mason Dixon Ave.  
Bowling Green, FL 33834

**South Florida State College**  
600 West College Dr.  
Avon Park, FL 33825

#### HILLSBOROUGH COUNTY

**Adult Migrant Program**  
3218 San Jose Mission  
Dover, FL 33527

**Hispanic Services**  
606 So. Collins St.  
Plant City, FL 33563

**Ruskin NSC**  
201 14th Ave.  
Ruskin, FL 33570

**Beth-el Mission**  
Hwy 301 South  
Wimauma, FL

**Good Samaritan Mission**  
14970 Balm Wimauma Rd.  
Wimauma, FL 33598

#### INDIAN RIVER COUNTY

**IRSC**  
3209 Virginia Ave.  
Ft. Pierce, FL 34945

#### LAKE COUNTY

**Jobs & Benefits**  
714 W. Main St.  
Leesburg, FL 34748

#### LEON COUNTY

**Adult Migrant Program**  
500 N. Appleyard Dr.  
Tallahassee, FL 32304

#### MANATEE COUNTY

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

#### MARTIN COUNTY

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

#### ORANGE COUNTY

**John Bridgers Community Center**  
13th St.  
Apopka, FL 32703

**Farm Workers Association**  
1264 Apopka Blvd.  
Apopka, FL 32703

**Orange County School District Westside Technical Center**  
955 East Story Road  
Winter Garden, FL 34787

**RCMA-Zellwood**  
3109 Union Street  
Zellwood, FL 32798

#### PASCO COUNTY

**Moore Mickens Adult Education**  
38301 MLK Blvd.  
Dade City, FL 33525

#### POLK COUNTY

**ALPI Central Office**  
300 Lynchburg Road  
P. O. Box 3126  
Lake Alfred, FL 33885

**Frostproof Care Center**  
205 N. Scenic Hwy.  
Frostproof, FL 33543

**Adult Migrant Program**  
300 E. Bridges Ave.  
Auburndale, FL

**Lake Wales Care Center**  
200 E. Orange Ave.  
Lake Wales, FL 33853

**East Coast Migrant**  
351 Fredrick Ave.  
Dundee, FL 33838

#### PUTNAM COUNTY

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

#### SEMINOLE COUNTY

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

#### VOLUSIA COUNTY

**ALPI Project Achieve**  
1326 E. International Dr.  
Suite 10  
Deland, FL 32724



# Contact Information

## **CORPORATE OFFICE**

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

website: [www.alpi.org](http://www.alpi.org)

### **Executive Office**

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

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

### **Operations and Quality Control**

Twila Smith, Dir.  
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### **Budget and Finance**

Norris Ann Roland, Dir.  
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NARoland@ALPI.org

### **Human Resources**

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

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

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

### **LIHEAP/Community Services**

Cheryl Burnham, Dir.  
Extension 224  
CBurnham@ALPI.org

### **CSBG/Economic Development**

PaHoua Lee-Yang, Dir.  
Extension 218  
PYang@ALPI.org

## **CHILD DEVELOPMENT and FAMILY SERVICES DIVISION**

### **Eastern Region Administration Office**

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

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

### **Head Start/Early Head Start Program Operations (St. Lucie County)**

Myrna Rodriguez, Director  
(772) 466-2631 - Extension 11  
MRodriguez@ALPI.org

### **Head Start/Early Head Start Program Operations (Polk County)**

Bertram Smith, Director  
(863) 635-3396 - Extension 40  
BSmith@ALPI.org







# *Celebrating 44 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.*







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



*City of Ft. Pierce, County of St. Lucie, Department of Education (Adult Migrant Division), Florida Department of Health, Early Learning Coalition of Polk County, Florida Non-Profit Housing, Inc., Polk County School Board, St. Lucie County School Board, Children's Services Council of St. Lucie County and Early Learning Coalition of St. Lucie County, Inc.*

300 Lynchburg Road  
Lake Alfred, FL 33850  
[www.alpi.org](http://www.alpi.org)