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CEO's CORNER

CHANGE READINESS

As we come to the end of another fiscal year, I am reminded of the many challenges that have been thrust upon the Agricultural and Labor Program, Inc., due in part to the federal government sequestration budget cut legislation. A great deal of focus has been placed upon those of us who have been charged with the responsibility of securing and managing federal and state resources for the sole purpose of providing programs and services to meet the needs of economically challenged families. A significant challenge facing us now is the request to reduce our budget by more than half a million dollars by July 1, 2013. These collective challenges emphasize the need for a change in the way we currently do business.

Dr. Steve Barlow, a change management consultant and trainer specializing in change readiness and its implications for organizational change, reminds us in his article entitled "What is Change Readiness" that the concept of change readiness is often misunderstood by many people. It is possible that people who are ready for change are compliant and/or ready to engage in programs. However, it is equally possible that people who are ready to comply, or ready to do a program, are not ready to change. Actually, one cannot tell whether a person is ready based solely on their compliance or program readiness.

Enabling change is an often difficult process simply because organizations are human systems. Even when what is being changed is technology, processes or structures, the success of the transformation will ultimately depend on the people who will implement these changes.

In a fast-changing environment, organizations are constantly faced with the need to reinvent themselves or to undergo transformations to remain relevant and competitive. Change is no longer a matter of choice, but a necessary tool for survival. We at ALPI have already put change readiness strategies into motion. We pledge to do "whatever it takes" so that we may continue to consistently demonstrate compliance readiness and program service delivery readiness. We are ready to embrace the effort ... embrace the challenge ... embrace the change.

Deloris Johnson
Chief Executive Officer & Editor



ALPI's Garden Terrace Head Start Center featured on

NBC NIGHTLY NEWS

*"My kids are
 excelling in school and
 I'm just grateful."*

ALPI's Garden Terrace Head Start Center was recently featured on NBC Nightly News in a news piece on President Obama's Universal Pre-K Plan. The plan would offer "high quality education" for all four year olds from low-income families. Studies show that 74% of four year olds are enrolled in Pre-K programs. But, experts say only about one-third are high quality programs and they argue that early education leads to higher graduation rates. Preschool affects entry into kindergarten and much of this persists all the way from school throughout adulthood.

While fighting back tears, Shawnette Bemby, mother of 5 year old Tyrese Wilford, stated "Early education has made all the difference. My kids are excelling in school and I'm just grateful." As the debate continues, Florida parents at Garden Terrace Head Start Center agree that it's simply worth the investment.

ALPI is happy to report that after the filming of this news piece, Tyrese Wilford successfully graduated from Garden Terrace Head Start Center and is excited about starting Kindergarten in the Fall.



*Shawnette Bemby
 Garden Terrace Head Start Center Parent*

To view the complete video, visit:

<http://www.nbcnews.com/video/nightly-news/50849639#50849639>

Exploration Through Science

Every year ALPI's centers celebrate "Science Week" by promoting fun ways to teach children about science through easy hands-on-activities which help introduce science concepts, while promoting parent engagement. Parents provided one-on-one assistance with children, both individually and in groups. It was truly priceless to hear children asking questions, watching their reactions, and proving theories... learning for life!

It was a science round-up with lots of fun experiments for children. Great Job Center Staff!



Parents and children conduct experiments at the ALPI Child Development & Family Services Center in Port St. Lucie, FL

Children's Week 2013



One Voice for Children

In support of Children's Week, ALPI's Head Start and Early Head Start centers in St. Lucie County and Polk County participated in an array of parent and child directed activities to advocate and support early childhood education and family engagement. During the week of April 8-12, 2013 both Head Start and Early Head Start children, parents, and staff actively advocated this national initiative.

St. Lucie County Activities included a children's walk-a-thon, concert, and Head Start Olympics Day. Centers completed chains of HANDs from all children and displayed them at different community businesses and agencies (the featured location was the Port St. Lucie City Hall). Ron Mullin, Regional Manager from Lakeshore, visited centers and provided the children and staff with exciting interactive activities that can be used to enhance physical development.



Staff and children worked on phonics and language development.

Polk County (Frostproof Child Development Center) Activities included inviting fathers to read to the children, conducting an interactive make-and-take literacy workshop for parents in order to help demonstrate simple ways of promoting literacy at home, facilitating a walk-a-thon to support early education, and the importance of literacy for young children and current issues children and families face. This fun filled week ended with the Head Start/Early Head Start Olympics. Children were given participation certificates at this final event to recognize their efforts throughout the week.



ALPI wishes to thank all the parents and staff who made Children's Week a success by participating in the national initiative of supporting early education and its mission to high quality services through family engagement.



MMA Champs Visit ALPI Queen Townsend Head Start Center

ALPI Queen Townsend Head Start Center had a special play date with MMA World Champion and Ultimate Fighter Din Thomas and his team! The children were treated to an anti-bullying talk and a cardiovascular workout, including some very basic martial arts instruction. Phil "Bam-Bam" Daru and Rock Marlon Georges were on hand to help out with the "training session". Undefeated kick-boxer Dylan Bryson, currently injured,

came along to enjoy the fun! The children were taught to avoid physical confrontations, to exercise daily and drink plenty of water - the best drink of all! While some punches were thrown at pads held by teachers, the children were instructed to spar with pillows and pads, the air, but never with each other. What a great way to round out a month spent talking about kindness, brotherhood, healthy hearts and building ... strong bodies that is!

ALPI 2013 Staff Appreciation Luncheon

This year's Staff Appreciation Luncheon was held in Port St. Lucie, FL. The event is a special time set aside annually to thank the staff and acknowledge their dedication and commitment to the mission and goals of the Agricultural and Labor Program, Inc. This year's theme was - Mardi Gras: "Rocking Our Way to Success." Winners of the theme development competition were George W. Truitt Family Services Center and Hill Haven Head Start Center (tied for first place for the Mardi Gras theme) and Garden Terrace Head Start Center (second place for "Rocking Our Way to Success"). The cheerful spirit of Mardi Gras spread throughout the room as the program unfolded ... inspired by beautifully themed decorations, sophisticated masks and colorful attire. Staff were warmly greeted by William Holt, ALPI Board Chairman. Elizabeth Young, Deputy Director, Child Development and Family Services Division, delivered the occasion speech. Mistress of Ceremony for the event was Christine Samuel, Human Resources Director. Awards presentations and closing remarks were made by Deloris Johnson, ALPI Chief Executive Officer.

Safety Awards

ALPI Transportation Dept.
ALPI Avon Park Office
ALPI C.A.T. Program
ALPI Florence Villa CDC
ALPI New Horizons Office
ALPI Technical Education Center
ALPI Child Development and Family Services Center
Francina Duval Head Start Center
Garden Terrace Head Start Center
George W. Truitt Family Services Center
Hill Haven Head Start Center
Lincoln Park Head Start Center
Morningside Head Start Center
Queen Townsend Head Start Center
Frostproof Child Development Center

ALPI was able to get the support of over 20 different sponsors whose generous donations made this year's event the most successful thus far.

We look forward to next year, when we get to do it all over again!

Awards and certificates presented included the following:

Years of Service

5 Years

Roshae Adams
Junia Alexander
Yamilet Alvarez
Lori Bailey
Katrina Baker
Rosa Balzano
Francina Benitez
Ellen Bradley
Sherita Brown
Margarita DiPalma
Ashley Dixon
Jamila Franklin
Alba Garcia
Dennis Gniewek
Julia Hagens
Lidia Hernandez
PaHoua Lee-Yang
Dentrice McCoy
Delana Noble
Olga Perea
Lynda Robinson
Valline Sands
Elizabeth Smith
Santavian Smith
Fred Stickney
Cynthia Thomas
Magdaline Torres
Dafney Wynn

10 Years

Toni Jones
Vernica Lane
Kevin Singletary
Anna Williams

15 Years

Myrtle Peterson

20 Years

Sandra Monroe
Hilda Walker

25 Years

Emma Coleman
Bertha Lalemand



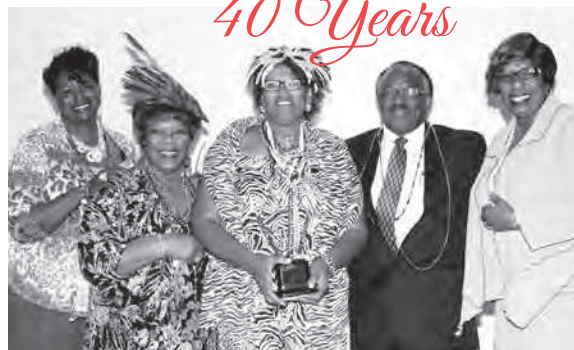
Cheryl Burnham

30 Years



Elizabeth Young

40 Years



Christine Samuel (Human Resources Director), Deloris Johnson (ALPI CEO), Christine Wilson (Frostproof CDC, Child Development Services Manager), William Holt (ALPI Board Chairman), and Josephine Howard (ALPI Board Member)

Obtained Degrees

Mary Brunson
BA, Business Administration
Crystal Dames
BS, Business Administration
Elnora Hall
BS, Psychology
Carol Smith
BS, Business Administration
Madelayne Suarez
BS, Elementary Education
Denetrice McCoy
AA, Early Childhood Education

Outstanding Achievement Awards

National Preschool CDA

Angela Adams	Lakisha Jordan
Junia Alexander	Cynthia McMillon
Dorothy Beauvais	Vashae Neal
Kizzy Boswell	Alicia Pinilla
Glenda Ceballos	Jennifer Quinones
Latisha Chaney	Raytresha Smith
Roxanne Crandon	Madelayne Suarez
Marion Davis	Magdaline Torres
Ashley Dixon	Melissa Tucker
Tiffanie Harris	

ALPI'S *Computer Assisted Tutorial Program* (C.A.T.)

ALPI's Computer Assisted Tutorial Program (C.A.T.) is an after-school program for children in grades K-6 and is managed by Jennifer Wilson, Program Director. The program assists students with homework, FCAT preparation, and other areas as needed for school readiness and success. Recently, three program participants celebrated significant accomplishments.



*Jennifer Wilson,
Director
ALPI C.A.T. Program*



Chayla Golden: Chayla was recently honored by the Education Foundation of St. Lucie County for receiving the Children's Services Council of St. Lucie County Outstanding Youth Award in 2011.

Selection criteria for this scholarship award includes extraordinary involvement in afterschool activities, extracurricular activities, volunteer experience, as well as overcoming personal challenges and future career plans. Chayla graduated from Fort Pierce Central High School last month and plans to use her scholarship at Florida Atlantic University.



Destiny Crandell: Destiny is a 16 year old honor student at Westwood High School's Marine and Oceanographic Academy (MOA), located on the campus of Florida Atlantic University's world renowned Harbor Branch Oceanographic Institution. She has been in the C.A.T. Program since its inception in 2008. Like Chayla before

her, Destiny was recently awarded the Outstanding Youth Award by the Children's Services Council of St. Lucie County. She hopes to use her \$1,000 college scholarship on her journey to becoming a Pediatrician.



Cameron Golden: 12 year old Cameron is an honor roll student with perfect attendance at Forest Grove Middle School. Cameron attends ALPI's C.A.T. Program and is also a student with the Education Talent Search at Indian River State College. He was recently honored as Student of the Week by the popular St. Lucie County radio

station, 104.7 The Flame.

ALPI Farmworker Programs

ALPI currently manages two farmworker emergency assistance programs:
Department of Education (DOE) WIA-167 and
Florida Non-Profit Housing (FNPH)

QUALIFYING CRITERIA IS:

- Must be a U.S. citizen, permanent resident or have a U.S. work permit.
- Income eligible (70% LLSIL)
- Must be a farmworker or dependent of a farmworker over 18 years of age.
- At least 50% of the household income must be derived from farm work and must have earned at least \$800 in farm work during the previous 12-24 month period.
- Male applicants ONLY born after 1959 must be registered for Selective Service.

Call (863) 956-3491 for more information

ALPI CASE MANAGER INDUCTED
HONORARY MEMBER OF THE

National Technical Honor Society



Sheila Armstead

On April 11, 2013, Sheila Armstead, Client Services Specialist II (Case Manager) for the Agricultural and Labor Program, Inc., was welcomed as an Honorary Member of the National Technical Honor Society (NTHS). Sheila was nominated for this honor by Ridge Career Center. A NTHS Honorary Member is an individual or organization in the community or school who has been instrumental in supporting the NTHS members. They demonstrate leadership, honesty, dependability, and the ability to work with others.

This award recognizes one person in Polk County for making a meaningful difference in the lives of the students who attend Ridge Career Center. Sheila's deep concern for educational excellence and her active involvement in helping students better themselves through education are very well evidenced by the large number of documented personal success stories that Sheila has been actively involved in. The Agricultural and Labor Program, Inc. wishes to congratulate Sheila Armstead for a job well-done and for making a difference in the lives of so many people.



LIHEAP/Community Services Holds Staff Meeting

The LIHEAP/Community Services Department held its staff meeting at the New Horizons Housing Complex in Auburndale on April 24, 2013. Policies and Procedures for the 2013-14 LIHEAP Contract were reviewed and discussed.



LIHEAP/Community Services Energy Fairs

The Low Income Home Energy Assistance Program (LIHEAP) helps keep families safe and healthy through initiatives that assist families with energy costs. Through this program, ALPI helps provide federally funded assistance in managing costs associated with home energy bills and energy crises.



Lake Wales Energy Fair

Dates: January 3 and 4, 2013
Location: "B" Street Community Center
 ALPI's LIHEAP Program sponsored its first energy fair for 2013. 180 families were served over the two day event. Progress Energy representatives, Vernon McQueen (ALPI Board member) and Melvin Philpot, distributed valuable energy conservation information to our LIHEAP families.



Florence Villa CDC

Dates: February 19, 20 and 25, 2013
 March 8 and 12, 2013
 LIHEAP staff hosted a series of energy fairs at the Florence Villa Community Development Center. Assisting with the different fairs were Mr. Nathaniel Birdsong (Executive Director) and FVDCD staff. Approximately 380 low-income families received utility payment assistance.



Sebring Energy Fair

Dates: March 6 and 7, 2013
Location: Bountiful Blessing Church of God
 The Southern Region Advisory Council assisted ALPI's staff with the energy fair for Highlands County. In attendance were SRAC members Lester Roberts, Bernice Lopez and Terry Wellington.



Lakeland Energy Fair

Date: March 25, 2013
Location: Greater Faith Christian Center Church
 152 families were served. Special thanks goes to Rev. William Boss and the staff at Greater Faith Christian Center Church for their gracious assistance.



FPL
 +
ALPI

A Bright Partnership

ALPI is very proud to count Florida Power & Light among its utility vendors. For many years ALPI and FPL have worked together to serve numerous communities in Florida via assistance with home energy bills and energy crises. This year, ALPI was honored to be invited to two FPL Special Recognition Banquets: The Port St. Lucie (Treasure Coast) luncheon held on April 4, 2013 was attended by ALPI staff, Yaritza Diaz and Michelle Creech. Also in attendance were Louis Gonzalez, Jr., Customer Assistance Programs Manager (FPL) and Dianne Verner, Area Manager, FP&L Special Consumer Services. The Punta Gorda (West Area) luncheon was held on April 12, 2013 and attended by ALPI staff, Sandi Figel and Arethia Herring. This event was hosted by Steve Whitmore, West Area Manager, FPL Special Consumer Services.



Louis Gonzalez, Jr. and Dianne Verner



The ALPI Low Income Home Energy Assistance Program (LIHEAP) would like to extend a very sincere thanks to the following partner sites for their support in allowing ALPI to host an energy fair at their facility:

North Central Heights Club House in Avon Park, FL (February 14 and 15, 2013) Thanks to Southern Region Advisory Council members: Katie Clarke, Bernice Lopez, Lester Roberts, Terry Wellington and Vernon McQueen of Progress Energy.

New Mount Zion Missionary Baptist Church in Haines City, FL (March 18, 2013) Thanks to Mrs. Lanora Barrett, Pastor Noel Scott and church members for their support and hospitality.



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The ALPI Newsletter is Published by
The Agricultural and Labor Program, Inc.

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

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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, and Early Learning Coalition of St. Lucie County, Inc.

ALPI BOARD OF DIRECTORS MEETING



DATE: SEPTEMBER 28, 2013

TIME: 10:00 A.M.

PLACE: Chain O' Lakes Convention Center
WINTER HAVEN, FL